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ABSTRACT

This report of selected statistical data on various factors pertaining to occupational education in Illinois was compiled after a Vocational Education Study Committee of seventeen members assigned the task of developing a master plan for the preparation of personnel in occupational education discovered that the lack of necessary information made their task impossible. Five subcommittees were appointed to gather such information, this report being the result of the work of one of the subcommittees. Data were gathered from public secondary schools, public community colleges, and area vocational centers pertaining to personnel, recruitment policy, preservice and inservice teacher education programs, hiring policy, sources of personnel, utilization of teacher education institutions in various contexts, and related data. The results are compiled and presented in the form of 69 tables, but in the interest of early availability of the statistics, no interpretation or narrative description of the findings is provided. Recommendations for goals, objectives, and strategies are included. There are appendixes providing the survey form and followup letter and lists of secondary schools and junior colleges responding and not responding. (AG)

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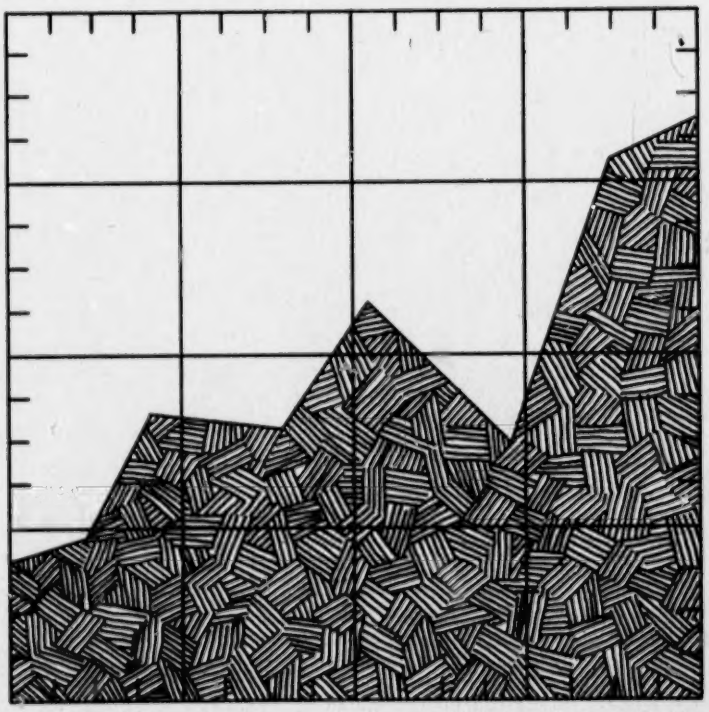
A Study of Demand and Factors Related to the Improvement of Occupational Education Personnel Development Programs in the State of Illinois



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A STUDY OF DEMAND AND FACTORS RELATED TO THE IMPROVEMENT OF OCCUPATIONAL EDUCATION PERSONNEL DEVELOPMENT PROGRAMS IN THE STATE OF ILLINOIS

A REPORT OF SELECTED STATISTICAL DATA AND THE RECOMMENDED STRATEGIES OF ONE SUBCOMMITTEE OF THE JOINT ILLINOIS BOARD OF HIGHER EDUCATION AND STATE ADVISORY COUNCIL STUDY COMMITTEE ON IMPROVING OCCUPATIONAL EDUCATION PERSONNEL DEVELOPMENT PROGRAMS IN THE STATE OF ILLINOIS

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INTRODUCTION

On January 26, 1973, the Executive Director of the State of Illinois Board of Higher Education requested that the following individuals serve as members of a Joint Board of Higher Education and State Advisory Council on Vocational Education Study Committee to develop a master plan for the preparation of personnel in occupational education.

Dr. Edward T. Anderson
Mr. William Appelgate
Mrs. Kathleen Arns
Mr. Joseph J. Dixon
Mr. Jerry S. Dobrovolny
Dr. Rupert N. Evans
Dr. E. Edward Harris
Dr. JoAnn Harris
Mr. H. H. Katz
Mr. Vernon Magnesen
Dr. John O'Dell
Miss Mary Jo Oldham
Dr. Alban Reid
Mr. William Reynolds
Dr. Ronald W. Stadt
Mr. John Swalec
Dr. Randall Thompson

The Study Committee, under the leadership of Mr. Jerry S. Dobrovolny, worked toward the achievement of the following goals:

1. Gather information on educational problems from which emerge justification for changes in teacher preparation programs in occupational education.

2. Gather information on and evaluate existing experimental teacher education programs in occupational education.

3. Study and design methods for improved teacher certification in occupational education.

4. Develop and recommend a master plan for occupational teacher education programs in higher education.

The first meeting of the Study Committee was held February 20, 1973, in Springfield, Illinois. At that time, it became clear that the necessary information was not available for achieving the Study Committee goals.

The following subcommittees were appointed to facilitate Study Committtee work:

QUANTITATIVE INFORMATION: SUPPLY-DEMAND NEED -- Dr. Rupert Evans, Chairman

METHODS OF DETERMINATION OF COMPETENCY OF PROFESSIONALS -- Dr. Edward T. Anderson, Chairman

PROGRAMS FOR IMPROVEMENT OF COMPETENCY -- Dr. Ronald W. Stadt, Chairman

METHODS OF ALLOCATION OF RESOURCES FOR PROFESSIONAL DEVELOPMENT -- Dr. John O'Dell, Chairman

A STUDY OF THE DEMAND AND FACTORS RELATED TO THE IMPROVEMENT OF OCCUPATIONAL EDUCATION PERSONNEL DEVELOPMENT PROGRAMS -- Dr. E. Edward Harris

This subcommittee report is the result of efforts of many individuals, however, specific recognition is given to Dr. Randall Thompson of the North Central Association of Colleges and Secondary Schools, who served on the subcommittee to STUDY THE DEMAND AND FACTORS RELATED TO THE IMPROVEMENT OF OCCUPATIONAL EDUCATION PERSONNEL DEVELOPMENT PROGRAMS.

While the data collected was originally intended for Study Committee use, a decision was made to share some of the statistical data and selected recommended strategies of the subcommittee reports with those individuals who have the greatest potential for improving the services of occupational education personnel development programs in the state of Illinois. Because of a desire to share the information gathered at the earliest possible date, no attempt has been made to provide an interpretation and narrative description of the findings. Hopefully, the findings in tabular form and the recommended strategies will be helpful in making decisions which will result in improved occupational education personnel development programs in the state of Illinois.

This report is divided into six sections: (1) Introduction, (2) Procedures, (3) Tabular Presentation of Key Findings by Type of Institution, (4) Tabular Presentation of Key Findings by Location of Institutions in State of Illinois, (5) Recommended Goals, Objectives, and Strategies for Improving Occupational Teacher Education Personnel Development Programs in the State of Illinois, and (6) Appendices.

This study and report was made possible through grants to Northern Illinois University by the State of Illinois Advisory Council on Vocational Education. The leadership, encouragement, and assistance provided by the staff and members of the State of Illinois Advisory Council on Vocational Education is gratefully acknowledged. Appreciation is also extended to the administration and staff of Northern Illinois University for contributing computer and other supporting services to make the study possible.

E. Edward Harris
Subcommittee Chairman
and Project Director
Northern Illinois University
DeKalb, Illinois

PROCEDURES

On April 6, 1973, a survey form and a cover letter was mailed to the Chief School Officer of each public secondary school and the Dean of Occupational Education of the public community colleges in the state of Illinois (see Appendix A and B). Follow-up letters were mailed on April 16, 1973. Telephone follow-up calls were made to collect comparative data from schools who had responded on time with those responding after the date requested.

Survey forms were mailed to administrators of high schools, area vocational centers, and community colleges with full-time student equivalent enrollment of 727,884 students. Responses were received from administrators of schools enrolling 575,000 students or 83 percent of the total secondary and community college population. Responses representing 79 percent of the school population or approximately 515,000 students were used in computing the data. Data in Tables 1 and 1A show a breakdown of the responses from community colleges and high schools in the state of Illinois used to prepare the study findings both by type of institution and location in the state.

Data are presented on the number, type, location, and enrollment of the schools in the state of Illinois responding in Appendices C-G together with an indication of the type of participation in this study.

Table 1

RESPONSES FROM COMMUNITY COLLEGES AND HIGH SCHOOLS IN THE STATE OF ILLINOIS USED TO PREPARE STUDY FINDINGS BY LOCATION IN STATE

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Type of institution(s).								
Comprehensive high school							388	88.2%
Area vocational center							20	4.5
Community college							32	7.3
Type of community in which institution(s) is located.								
Urban	82	21.2	6	30	10	32.3	99	22.4
Suburban	63	16.3	7	35	6	19.4	77	17.5
Rural	242	62.5	7	35	15	48.4	265	60.1
Location of institution(s).								
Upper 1/3 of state	181	46.9	8	40	16	51.6	206	46.8
Middle 1/3 of state	143	37.0	9	45	8	25.8	162	36.8
Lower 1/3 of state	62	16.1	3	15	7	22.6	72	16.4
Full-time equivalent vocational education enrollment.								
Less than 250	186	48.7	2	10	4	13.3	193	44.4
250-749	90	23.6	13	65	12	40.0	116	26.7
750 or more	106	27.8	5	25	14	46.6	126	29.0

Table 1A

RESPONSES FROM COMMUNITY COLLEGES AND HIGH SCHOOLS IN THE STATE OF ILLINOIS USED TO PREPARE STUDY FINDINGS BY LOCATION IN STATE*

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Type of institution(s).								
Comprehensive high school	181	88.3%	143	89.4%	62	86.1%	388	88.2%
Area vocational center	8	3.9	9	5.6	3	4.2	20	4.5
Community college	16	7.8	8	5.0	7	9.7	32	7.3
Type of community in which institution(s) is located.								
Urban	75	36.4	16	9.9	8	11.3	99	22.4
Suburban	56	27.2	13	8.1	8	11.3	77	17.5
Rural	75	36.4	132	82.0	55	77.5	265	60.0
Location of institution(s).								
Upper 1/3 of state							206	46.8
Middle 1/3 of state							162	36.8
Lower 1/3 of state							72	16.4
Full-time equivalent vocational education enrollment.								
Less than 250	54	26.6	102	63.7	36	52.2	193	44.4
250-749	46	22.7	41	25.6	27	39.1	116	26.7
750 or more	103	50.7	17	10.5	6	8.7	126	29.0

* Upper 1/3 of state refers to northern one third of state Middle 1/3 of state refers to central one third of state
Lower 1/3 of state refers to southern one third of state

TABULAR PRESENTATION OF KEY FINDINGS BY TYPE OF INSTITUTION

Table 2

NUMBER OF VOCATIONAL EDUCATION PERSONNEL EMPLOYED AS OF APRIL 1, 1973

	FULL-TIME				PART-TIME			
	AREA VOCATIONAL CENTERS	HIGH SCHOOLS	COMMUNITY COLLEGES	TOTAL	AREA VOCATIONAL CENTERS	HIGH SCHOOLS	COMMUNITY COLLEGES	TOTAL
Administrative Personnel	24	174	69	267	2	286	31	319
Vocational Guidance Personnel	20	365	39	424	12	419	47	478
Instructional Personnel	307	4,810	1,023	6,140	90	1,072	892	2,054
Industrial Oriented	141	1,804	276	2,221	32	365	242	839
Applied Biological and Agriculture	12	221	89	322	7	76	57	140
Health	29	125	278	432	4	80	91	175
Personal and Public Service	43	751	101	895	14	130	163	307
Business, Office, and Management	73	1,732	232	2,037	26	145	265	436
Marketing, Distribution and Management	9	177	47	233	7	76	74	157
Cooperative Vocational Education Personnel	97	472	6	545	7	405	8	421

Table 3

TOTAL NUMBER OF VOCATIONAL EDUCATION PERSONNEL ADDITIONS AND REPLACEMENTS HIRED ON A FULL-TIME BASIS DURING THE PAST THREE YEARS

	HIGH SCHOOLS	AREA VOCATIONAL CENTERS	COMMUNITY COLLEGES	TOTAL
	N	N	N	N
Administrative Personnel	65	10	18	93
Vocational Guidance Personnel	110	13	17	140
Instructional Personnel	1167	146	326	1639
Industrial Oriented	469	81	88	638
Health	60	38	131	229
Applied Biological and Agriculture	97	9	25	131
Personal and Public Service (includes home economics, etc.)	325	11	47	383
Business, Office, and Management	470	33	63	566
Marketing, Distribution and Management	58	10	20	88
Cooperative Vocational Education Personnel	161	15	4	180

Table 3A

VOCATIONAL EDUCATION PERSONNEL ADDITIONS AND REPLACEMENTS

HIRED ON A FULL-TIME BASIS DURING THE PAST THREE YEARS

	ADDITIONS				REPLACEMENTS			
	AREA VOCATIONAL CENTERS	HIGH SCHOOLS	COMMUNITY COLLEGES	TOTAL	AREA VOCATIONAL CENTERS	HIGH SCHOOLS	COMMUNITY COLLEGES	TOTAL
Administrative Personnel	8	32	13	53	2	33	5	40
Vocational Guidance Personnel	7	51	12	70	6	59	5	70
Instructional Personnel	125	565	265	954	50	915	101	1081
Industrial Oriented	44	182	66	292	37	287	22	346
Health	33	40	89	162	5	20	42	67
Applied Biological and Agriculture	7	48	18	73	2	49	7	58
Personal and Public Service	9	112	43	164	2	213	4	219
Business, Office, and Management	24	149	40	213	9	321	23	353
Marketing, Distribution, and Management	8	33	9	50	2	25	11	38
Cooperative Vocational Education Personnel	11	72	3	86	4	89	1	94

Table 4

TOTAL VOCATIONAL-TECHNICAL EDUCATION PERSONNEL HIRED DURING THE PAST THREE YEARS THAT LIVE WITHIN COMMUTING DISTANCE OF THE VOCATIONAL INSTITUTION PRIOR TO EMPLOYING THEM

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Administrative Personnel	38	58%	5	5%	13	72%	56	56%
Vocational Guidance Personnel	49	44	6	46	9	52	64	46
Instructional Personnel	641	61	59	48	241	83	947	58
Industrial Oriented	208	44	19	23	69	78	296	46
Health	37	52	10	26	68	52	110	55
Applied Biological and Agriculture	29	29	2	22	9	36	40	31
Personal and Public Service (includes home economics, etc.)	126	38	8	72	33	30	167	41
Business, Office, and Management	220	46	16	48	49	78	285	48
Marketing, Distribution and Management	21	36	4	40	19	43	44	50
Cooperative Vocational Education Personnel	129	80	8	80	1	25	148	81

Table 4A

VOCATIONAL-TECHNICAL EDUCATION PERSONNEL ADDITIONS HIRED DURING THE PAST THREE YEARS THAT LIVED WITHIN COMMUTING DISTANCE OF THE VOCATIONAL INSTITUTION PRIOR TO EMPLOYING THEM

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Administrative Personnel	24	75%	5	62%	9	69%	38	72%
Vocational Guidance Personnel	29	56	5	71	5	42	39	56
Instructional Personnel	239	56	54	59	184	61	477	59
Industrial Oriented	76	41	10	24	54	82	140	48
Health	28	70	8	24	44	50	80	59
Applied Biological and Agriculture	16	33	2	29	9	5	28	38
Personal and Public Service (includes home economics, etc.)	47	42	15	62.5	30	69	92	35
Business, Office, and Management	67	45	15	63	38	95	120	62
Marketing, Distribution and Management	5	15	4	50	289	100	18	35
Cooperative Vocational Education Personnel	68	94	15	36	1	33	84	97

Table 4B

VOCATIONAL-TECHNICAL EDUCATION PERSONNEL REPLACEMENTS HIRED DURING THE PAST THREE YEARS THAT LIVED WITHIN COMMUTING DISTANCE OF THE VOCATIONAL INSTITUTION PRIOR TO EMPLOYING THEM

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Administrative Personnel	14	42%	0	0%	4	80%	18	45%
Vocational Guidance Personnel	20	34	1	17	4	80	25	36
Instructional Personnel	402	51	15	30	63	62	480	55
Industrial Oriented	132	46	9	24	15	68	156	45
Health	9	45	2	40	24	57	35	53
Applied Biological and Agriculture	13	26	0	0	0	0	13	22
Personal and Public Service (includes home economics, etc.)	79	37	2	0	3	75	84	42
Business, Office, and Management	153	48	1	11	71	199	165	47
Marketing, Distribution and Management	16	64	0	0	10	90	26	64
Cooperative Vocational Education Personnel	61	62	3	75	0	0	64	68

Table 5

PERCENT OF INCREASE OR DECREASE IN ANTICIPATED EMPLOYMENT OF THE TOTAL ADDITIONS AND REPLACEMENTS OF FULL-TIME PERSONNEL IN VOCATIONAL EDUCATION DURING THE NEXT FIVE YEARS

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Administrative Personnel	76	+17%	12	+ 20%	16	- 13%	104	+ 11
Vocational Guidance Personnel	78	-29	20	+ 36	28	+ 65	115	- 18
Instructional Personnel	1,207	-11	211	+ 32	333	+ 2	1,751	- 6
Industrial Oriented	450	- 4	109	+ 35	59	- 33	618	- 4
Health	72	+20	16	- 80	105	- 20	193	- 16
Applied Biological and Agriculture	75	-23	16	- 58	26	+ 4	117	- 11
Personal and Public Service (includes home economics, etc.)	181	-44	24	+267	54	+ 15	259	- 32
Business, Office, and Management	364	-23	39	+ 18	48	- 29	451	- 20
Marketing, Distribution and Management	65	+12	7	- 30	41	+205	113	+ 28
Cooperative Vocational Education Personnel	130	-19	20	+ 30	10	+250	160	- 11

+ indicates an increase - indicates a decrease

Table 5A

PERCENT OF INCREASE OR DECREASE IN ANTICIPATED EMPLOYMENT OF ADDITIONAL FULL-TIME VOCATIONAL EDUCATION PERSONNEL DURING THE NEXT FIVE YEARS

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Administrative Personnel	45	+40%	9	+ 12%	12	- 7%	66	+ 25%
Vocational Guidance Personnel	49	- 4	18	+ 30	26	-217	93	+ 31
Instructional Personnel	498	-17	180	+ 90	229	+ 16	907	+ 16
Industrial Oriented	174	- 4	94	+114	42	- 36	310	+ 6
Health	46	+15	11	-200	68	- 23	125	- 22
Applied Biological and Agriculture	47	- 2	16	+129	20	+ 11	83	+ 14
Personal and Public Service (includes home economics, etc.)	82	-26	20	+122	45	+ 5	147	- 16
Business, Office, and Management	116	-22	34	+ 41	32	- 20	182	- 16
Marketing, Distribution and Management	33	0	5	- 37	22	+244	60	+ 20
Cooperative Vocational Education Personnel	84	+17	10	- 10	9	+300	104	+ 20

+ indicates an increase - indicates a decrease

Table 5B

PERCENT OF INCREASE OR DECREASE IN ANTICIPATED EMPLOYMENT OF FULL-TIME REPLACEMENT PERSONNEL IN VOCATIONAL EDUCATION DURING THE NEXT FIVE YEARS

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Administrative Personnel	31	- 6%	3	+ 5%	4	- 20%	38	- 5%
Vocational Guidance Personnel	29	-51	2	- 30	2	- 60	33	-53
Instructional Personnel	709	+ 8	31	+ 4	104	- 40	844	- 3
Industrial Oriented	276	-40	15	-246	17	- 22	308	-12
Health	26	+30	5	0	37	+ 12	68	+76
Applied Biological and Agriculture	28	-43	0	0	6	- 14	34	-38
Personal and Public Service (includes home economics, etc.)	99	-53	4	+200	9	+225	112	-49
Business, Office, and Management	248	-23	5	- 80	16	-300	269	-24
Marketing, Distribution and Management	32	+28	2	0	19	+173	53	+39
Cooperative Vocational Education Personnel	46	-48	10	+250	1	0	57	-39

+ indicates an increase - indicates a decrease

Table 6

PERCENTAGE OF FULL-TIME VOCATIONAL-TECHNICAL ADMINISTRATIVE PERSONNEL WHO WILL BE HIRED DURING THE NEXT FIVE YEARS AND WILL LIVE WITHIN COMMUTING DISTANCE OF THEIR NEWLY EMPLOYED EDUCATIONAL INSTITUTION

PERCENTAGE	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
0	26	18.7	1	14.3	6	37.5	33	20.2
1-9	1	0.7			1	6.3	2	1.2
10-25	3	2.2					3	1.8
26-50	6	4.3			1	6.3	7	4.3
51-74	62	44.6	3	42.9			65	39.9
75-90	5	3.6			2	12.5	7	4.3
91-100	34	24.5	3	42.9	6	37.5	44	27.0

Table 6A

PERCENTAGE OF THE FULL-TIME VOCATIONAL GUIDANCE PERSONNEL WHO WILL BE HIRED DURING THE NEXT FIVE YEARS AND WILL LIVE WITHIN COMMUTING DISTANCE OF THEIR NEWLY EMPLOYED EDUCATIONAL INSTITUTION

PERCENTAGE	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
0	46	27.2	2	22.2	4	22.2	54	27.3
1-9	3	1.8	1	11.1	2	11.1	6	3.0
10-25	5	3.0					5	2.5
26-50	13	7.7			3	16.7	16	8.1
51-74	3	1.8	1	11.1			4	2.0
75-90	4	2.4			2	11.1	6	3.0
91-100	95	56.2	4	44.4	6	33.3	105	53.0

Table 6B

PERCENTAGE OF THE FULL-TIME VOCATIONAL-TECHNICAL "IN SCHOOL" INSTRUCTIONAL PERSONNEL WHO WILL BE HIRED DURING THE NEXT FIVE YEARS AND WILL LIVE WITHIN COMMUTING DISTANCE OF THEIR NEWLY EMPLOYED EDUCATIONAL INSTITUTION

PERCENTAGE	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
0	35	17.5	2	16.7	3	12.0	40	16.9
1-9	8	4.0					8	3.4
10-25	15	7.5	1	8.3	7	28.0	23	9.7
26-50	27	13.5	3	25.0	3	12.0	33	13.9
51-74	4	2.0	1	8.3	1	4.0	6	2.5
75-90	14	7.0	4	33.3	4	16.0	23	9.7
91-100	95	47.5	1	8.3	7	28.0	103	43.3

Table 6C

PERCENTAGE OF THE FULL-TIME COOPERATIVE VOCATIONAL EDUCATION PERSONNEL WHO WILL BE HIRED DURING THE NEXT FIVE YEARS AND WILL LIVE WITHIN COMMUTING DISTANCE OF THEIR NEWLY EMPLOYED EDUCATIONAL INSTITUTION

PERCENTAGE	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
0	23	13.4	1	14.3	2	13.3	26	13.3
1-9	5	2.9					5	2.6
10-25	9	5.2	1	14.3			10	5.1
26-50	11	6.4	1	14.3	3	20.0	15	7.7
51-74	2	1.2	1	14.3			3	1.5
75-90	13	7.6			2	13.3	15	7.7
91-100	109	63.4	3	42.9	8	53.3	121	62.1

Table 7

WHY VOCATIONAL-TECHNICAL EDUCATION ADMINISTRATIVE PERSONNEL

WILL OR WILL NOT BE RECRUITED FROM SOURCES WITHIN

COMMUTING DISTANCE OF HIRING EDUCATIONAL INSTITUTION

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Good source of experienced personnel	12	8.7	3	33.3	3	21.4	18	11
Preferred by school board	11	8.0			1	7.1	13	8.0
Prefer to promote from within	75	54.3	3	33.3	4	28.6	82	50.3
Not as obligated to local person because Relocation is not necessary	3	2.2			1	7.1	4	2.5
Must know community	7	5.1			1	77.1	8	4.9
Must hire best applicant regardless of location	10	7.2	2	22.2	3	21.4	15	9.2
Lack of available personnel in local area	16	11.6	1	11.1	1	7.1	19	11.7
Prefer not to hire local personnel now employed	2	1.4	2	22.2	3	21.4	2	1.2

Table 7A

WHY VOCATIONAL-TECHNICAL VOCATIONAL GUIDANCE PERSONNEL

WILL OR WILL NOT BE RECRUITED FROM SOURCES WITHIN

COMMUTING DISTANCE OF HIRING EDUCATIONAL INSTITUTION

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Good source of experienced personnel	1	11.1	9	6.3	4	28.6	14	8.4
Preferred by school board			5	3.5	1	7.1	6	3.6
Prefer to promote from within	2	22.2	76	53.1			78	47.0
Not as obligated to local person because Relocation is not necessary			3	2.1	1	7.1	4	2.4
Must know community	1	11.1	21	14.7	3	21.4	25	15.1
Must hire best applicant regardless of location	4	44.4	10	7.0	3	21.4	17	10.2
Lack of available personnel in local area	1	11.1	14	9.8	1	7.1	16	9.6
Prefer not to hire local personnel now employed			4	2.8			4	2.4

Table 7B

WHY VOCATIONAL-TECHNICAL INSTRUCTIONAL PERSONNEL

WILL OR WILL NOT BE RECRUITED FROM SOURCES WITHIN

COMMUTING DISTANCE OF HIRING EDUCATIONAL INSTITUTION

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Good source of experienced personnel	18	9.9			3	13.6	22	10.1
Preferred by school board	6	3.3			2	9.1	8	3.7
Prefer to promote from within	68	37.4	4	30.8	2	9.1	74	33.9
Not as obligated to local person because Relocation is not necessary	4	2.2					4	1.8
Must know community	31	17.0	2	15.4	12	54.4	45	20.6
Must hire best applicant regardless of location	31	17.0	5	38.5	2	9.1	38	17.4
Lack of available personnel in local area	19	10.4			1	4.5	20	'9.2
Prefer not to hire local personnel now employed	2	1.1	1	7.7			3	1.4

Table 7C

WHY VOCATIONAL-TECHNICAL COOPERATIVE EDUCATION PERSONNEL

WILL OR WILL NOT BE RECRUITED FROM SOURCES WITHIN

COMMUTING DISTANCE OF HIRING EDUCATIONAL INSTITUTION

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Good source of experienced personnel	11	7.0			2	14.3	13	7.1
Preferred by school board	6	3.8	1	7.1			7	3.8
Prefer to promote from within	80	50.6			1	7.1	82	45.1
Not as obligated to local person because Relocation is not necessary	1	0.6					1	0.5
Must know community	30	19.0	5	55.6	9	64.3	45	24.7
Must hire best applicant regardless of location	17	10.8	3	33.3	1	7.1	21	11.5
Lack of available personnel in local area	9	5.7					9	4.9
Prefer not to hire local personnel now employed	3	1.9					3	1.6

Table 8

RECOMMENDATIONS FOR IMPROVING PRE-SERVICE AND IN-SERVICE

VOCATIONAL ADMINISTRATION TEACHER EDUCATION PROGRAMS

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Educational and/or Occupational Experience Internships	116	69.0	4	40	12	48.0	134	65.4
Quality workshops and conferences at convenient times	22	13.1	2	20	4	16.0	28	13.7
Upgrade or set up whole new programs	4	2.4					4	2.0
Provide practical training for experienced administrators	4	2.4			2	8.0	6	2.9
University instructors who are current on Vocational Education					2	8.0	2	1.0
Require teaching experience	4	2.4					4	2.0
Develop competency based curriculum	9	5.4	4	40	5	20.0	18	8.8
Advanced degree programs in Vocational Education	7	4.2					7	3.4

Table 8A

RECOMMENDATIONS FOR IMPROVING PRE-SERVICE AND IN-SERVICE

VOCATIONAL GUIDANCE TEACHER EDUCATION PROGRAMS

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Educational and/or Occupational Experience Internships	102	72.3	2	33.3	4	21.1	110	64.3
Quality workshops and conferences at convenient times	10	7.1	2	16.7	5	26.3	17	9.9
Upgrade or set up whole new programs	2	1.4			1	5.3	3	1.8
Provide practical training for experienced guidance personnel	14	9.9			4	21.1	21	12.3
University instructors who are current on Vocational Education	2	1.4	1	16.7			2	1.2
Require teaching experience	6	4.3	1	16.7			6	3.5
Develop competency based curriculum	2	1.4	1	16.7	3	15.8	6	3.5
Advanced degree programs in Vocational Education					1	5.3	2	1.2

Table 8B

RECOMMENDATIONS FOR IMPROVING PRE-SERVICE AND IN-SERVICE

VOCATIONAL "IN SCHOOL" INSTRUCTIONAL TEACHER EDUCATION PROGRAMS

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Educational and/or Occupational Experience Internships	33	21.4	2	33.3	8	44.4	44	24.6
Quality workshops and conferences at convenient times	77	50.0	1	16.7	1	5.6	79	44.1
Upgrade or set up whole new programs	1	.6			1	5.6	2	1.1
Provide practical training for experienced instructors	24	15.6			5	27.8	29	16.2
University instructors who are current on Vocational Education	2	1.3	1	16.7			3	1.7
Require teaching experience	6	3.9	1	16.7			7	3.9
Develop competency based curriculum	4	2.6	1	16.7	1	5.6	6	3.4
Advanced degree programs in Vocational Education	4	2.6			2	11.1	6	3.4

Table 8C

RECOMMENDATIONS FOR IMPROVING PRE-SERVICE AND IN-SERVICE

COOPERATIVE VOCATIONAL TEACHER EDUCATION PROGRAMS

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Educational and/or Occupational Experience Internships	23	18.3	2	40.0	2	18.2	27	18.9
Quality workshops and conferences at convenient times	76	60.3	2	40.0	4	36.4	83	58.0
Upgrade or set up whole new programs	3	2.4			1	9.1	4	2.8
Provide practical training for experienced cooperative vocational personnel	10	7.9	1	20.0	3	27.3	14	9.8
University instructors who are current on Vocational Education	1	0.8					1	0.7
Require teaching experience	2	1.6					2	1.4
Develop competency based curriculum	6	4.8			1	9.1	7	4.9
Advanced degree programs in Vocational Education	4	3.2					4	2.8

Table 9

FACTORS CONSIDERED WHEN HIRING

VOCATIONAL-TECHNICAL EDUCATION ADMINISTRATORS

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Occupational Experience in Education										
Community Colleges			1	3.6	6	21.4	8	28.6	13	46.4
Area Vocational Centers			1	5.9	2	11.8	7	41.2	7	41.2
High Schools	7	2.7	11	4.3	32	12.4	51	19.8	157	60.9
TOTAL	7	2.3	13	4.3	40	13.1	67	22.0	178	58.4
Occupational Experience not in Education										
Community Colleges			2	6.9	6	20.7	7	24.1	14	48.3
Area Vocational Centers			1	5.9	4	23.5	4	23.5	8	47.1
High Schools	11	4.4	21	8.3	72	28.6	50	19.8	98	38.9
TOTAL	11	3.7	24	8.0	82	27.3	62	20.7	121	40.3
Academic Preparation										
Community Colleges			1	3.6	9	32.1	12	42.9	6	21.4

Table 9 (continued)

FACTORS CONSIDERED WHEN HIRING

VOCATIONAL-TECHNICAL EDUCATION ADMINISTRATORS

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Area Vocational Centers			2	11.8	3	17.6	9	52.9	3	17.6
High Schools	3	1.2	12	4.7	48	18.9	80	31.5	111	43.7
TOTAL	3	1.0	15	5.0	61	20.3	102	33.9	120	39.9
College Hours Taken In Specialty Area										
Community Colleges	1	3.4	2	6.9	6	20.7	12	41.4	8	27.6
Area Vocational Centers					5	31.3	9	56.3	2	12.5
High Schools	5	2.0	17	6.7	50	19.7	141	55.5	41	16.1
TOTAL	6	2.0	19	4.3	61	20.3	164	54.5	51	16.9
College Hours Taken In Professional Education										
Community Colleges	2	6.9	5	17.2	9	31.0	11	37.9	2	6.9
Area Vocational Centers			2	11.8	8	47.1	6	35.3	1	5.9
High Schools	10	3.9	25	9.8	82	32.2	120	47.1	18	7.1
TOTAL	12	4.0	33	10.9	99	32.8	137	45.4	21	7.0

Table 9 (continued)

FACTORS CONSIDERED WHEN HIRING

VOCATIONAL-TECHNICAL EDUCATION ADMINISTRATORS

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Research and Publications										
Community Colleges	12	42.9	7	25.0	8	28.6			1	3.6
Area Vocational Centers	5	29.4	9	52.9	1	5.9	1	5.9	1	5.9
High Schools	62	24.6	61	24.2	107	42.5	11	4.4	11	4.4
TOTAL	79	26.5	78	26.2	116	38.9	12	4.0	13	4.4
Evidence of "Excellence" in Performance										
Community Colleges	1	3.4	1	3.4			2	6.9	25	86.2
Area Vocational Centers					1	5.9	6	35.3	10	58.8
High Schools	15	6.0	4	1.6	11	4.4	42	16.7	180	71.4
TOTAL	16	5.3	5	1.7	12	4.0	50	16.7	217	72.3
Home Community of Candidate										
Community Colleges	11	42.3	7	26.9	4	15.4	2	7.7	2	7.7
Area Vocational Centers	5	38.5	5	38.5	3	23.1				

Table 9 (continued)

FACTORS CONSIDERED WHEN HIRING

VOCATIONAL-TECHNICAL EDUCATION ADMINISTRATORS

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
High Schools	66	27.8	103	43.5	35	14.8	25	10.5	8	3.4
TOTAL	83	30.0	115	41.5	42	15.2	27	9.7	10	3.6
Other										
Community Colleges	1	25.0					1	25.0	2	50.0
Area Vocational Centers	1	20.0			2	40.0	2	40.0		
High Schools	6	27.3	7	31.8			3	13.6	6	27.3
TOTAL	8	25.0	7	21.9	3	9.4	6	18.8	8	25.0

Table 9A

FACTORS CONSIDERED WHEN HIRING

VOCATIONAL GUIDANCE PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Occupational Experience in Education										
Community Colleges	2	6.5	3	9.7	4	12.9	12	38.7	10	32.3
Area Vocational Centers	1	5.9	1	5.9	4	23.5	7	41.2	4	23.5
High Schools	9	3.1	8	2.8	44	15.2	82	28.4	146	50.5
TOTAL	13	3.8	12	3.5	52	15.3	101	29.8	161	47.5
Occupational Experience Not in Education										
Community Colleges			1	3.2	3	9.7	11	35.5	16	51.6
Area Vocational Centers			1	6.3	2	12.5	5	31.3	8	50.0
High Schools	12	4.2	16	5.6	63	21.9	80	27.8	117	40.6
TOTAL	12	3.6	19	5.6	68	20.2	96	28.5	161	47.5
Academic Preparation										
Community Colleges			1	3.3	11	36.5	8	26.7	10	33.3
Area Vocational Centers					5	31.3	5	31.3	6	37.5
High Schools	5	1.7	13	4.5	57	19.7	95	32.7	119	41.2

Table 9A (continued)

FACTORS CONSIDERED WHEN HIRING

VOCATIONAL GUIDANCE PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
TOTAL	6	1.8	14	4.2	73	21.7	108	32.0	136	40.4
College Hours Taken in Specialty Area										
Community Colleges	1	3.3			10	33.3	12	40.0	7	23.3
Area Vocational Centers					1	5.9	11	64.7	5	29.4
High Schools	8	2.8	16	5.6	55	19.3	97	34.0	109	38.2
TOTAL	9	2.7	16	4.8	67	20.1	120	35.9	122	36.5
College Hours Taken in Professional Education										
Community Colleges	2	6.9	3	10.3	15	51.7	8	27.6	1	3.4
Area Vocational Centers			1	5.9	10	58.8	4	23.5	2	11.8
High Schools	7	2.5	38	13.7	94	33.9	118	42.6	20	7.2
TOTAL	9	2.8	42	12.9	120	36.9	131	40.3	23	7.1
Research and Publications										

Table 9A (continued)

FACTORS CONSIDERED WHEN HIRING

VOCATIONAL GUIDANCE PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Community Colleges	10	35.7	11	39.3	7	25.0				
Area Vocational Centers	4	23.5	7	41.2	2	11.8	2	11.8	2	11.8
High Schools	69	24.6	72	25.7	51	18.2	74	26.4	14	5.0
TOTAL	83	25.4	90	27.5	60	18.3	77	23.5	17	5.2
Evidence of "Excellence" in Performance										
Community Colleges					1	3.3	4	13.3	25	83.3
Area Vocational Centers			2	11.8	1	5.9	2	11.8	12	70.6
High Schools	11	3.8	12	4.2	11	3.8	114	39.7	139	48.4
TOTAL	11	3.3	14	4.2	13	3.9	121	36.0	177	52.7
Home Community of Candidate										
Community Colleges	13	46.4	7	25.0	4	14.3	2	7.1	2	7.1
Area Vocational Schools	7	41.2	6	35.3	4	23.5				
High Schools	158	57.2	49	17.8	26	9.4	25	9.1	17	6.2

Table 9A (continued)

FACTORS CONSIDERED WHEN HIRING

VOCATIONAL GUIDANCE PERSONNAL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
TOTAL	178	55.3	62	19.3	35	10.9	27	8.4	19	5.9
Other										
Community Colleges			1	25.0	2	50.0	1	25.0		
Area Vocational Schools					1	50.0			1	50.0
High Schools	5	26.3	3	15.8	-	-	3	15.8	8	42.1
TOTAL	5	20.0	4	16.0	3	12.0	4	16.0	9	36.0

Table 9B

FACTORS FOR CONSIDERATION WHEN CONSIDERING HIRING NEW VOCATIONAL "IN-SCHOOL" INSTRUCTIONAL PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Occupational Experience in Education										
Community Colleges			4	12.9	6	19.4	6	19.4	15	48.4
Area Vocational Centers			1	5.9	4	23.5	8	47.1	4	23.5
High Schools	9	2.7	9	2.7	58	17.4	90	27.0	167	50.2
TOTAL	9	2.4	14	3.7	68	17.8	104	27.2	187	49.0
Occupational Experience Not in Education										
Community Colleges					1	3.2	7	22.6	23	74.2
Area Vocational Centers							7	41.2	10	58.8
High Schools	12	3.6	21	6.3	76	23.0	94	28.4	128	38.7
TOTAL	12	3.2	21	5.5	77	20.3	108	28.4	112	42.6
Academic Preparation										
Community Colleges	1	3.3	4	13.3	8	26.7	9	30.0	8	26.7
Area Vocational Centers					7	41.2	7	41.2	3	17.6
High Schools	6	1.8	10	3.0	61	18.3	181	54.4	75	22.5

Table 9B (continued)

FACTORS FOR CONSIDERATION WHEN CONSIDERING HIRING NEW VOCATIONAL "IN-SCHOOL" INSTRUCTIONAL PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
TOTAL	7	1.8	14	3.7	76	19.9	198	52.0	86	22.6
College Hours Taken In Speciality Area										
Community Colleges	1	3.3	3	10.0	5	16.7	12	40.0	9	30.0
Area Vocational Centers					3	17.6	9	52.9	5	29.4
High Schools	6	1.8	9	2.7	35	10.6	191	58.1	88	26.7
TOTAL	7	1.9	12	3.2	43	11.4	212	56.2	103	27.3
College Hours Taken In Professional Education										
Community Colleges	3	10.0	6	20.0	14	46.7	6	20.0	1	3.3
Area Vocational Centers			1	5.9	12	70.6	3	17.6	1	5.9
High Schools	8	2.5	40	12.4	180	55.7	71	22.0	24	7.4
TOTAL	11	3.0	47	12.7	207	55.8	80	21.6	26	7.0
Research and Publications										
Community Colleges	15	51.7	7	21.4	6	20.7			1	3.4

Table 9B (continued)

FACTORS FOR CONSIDERATION WHEN CONSIDERING HIRING NEW VOCATIONAL "IN-SCHOOL" INSTRUCTIONAL PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Area Vocational Centers	5	29.4	8	47.1	4	23.5				
High Schools	161	50.6	89	28.0	45	14.2	15	4.7	8	2.5
TOTAL	181	49.6	104	28.5	56	15.3	15	4.1	9	2.5
Evidence of "Excellence" in Performance										
Community Colleges					1	3.3	1	3.3	28	93.3
Area Vocational Centers					1	6.3	2	12.5	13	81.3
High Schools	16	4.9	9	2.8	17	5.2	122	37.3	163	49.8
TOTAL	16	4.3	9	2.4	19	5.1	125	33.4	205	54.8
Home Community of Candidate										
Community Colleges	13	43.3	8	26.7	5	16.7	2	6.7	2	6.7
Area Vocational Centers	6	37.5	6	37.5	3	18.8	1	6.3		
High Schools	171	55.7	64	20.8	39	12.7	15	4.9	18	5.9
TOTAL	190	53.7	78	22.0	48	13.6	18	5.1	20	5.6

Table 9B (continued)

FACTORS FOR CONSIDERATION WHEN CONSIDERING HIRING NEW VOCATIONAL "IN-SCHOOL" INSTRUCTIONAL PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Other										
Community Colleges									1	100.0
Area Vocational Centers	1	33.3							2	66.7
High Schools	7	29.2	1	4.2	4	16.7	3	12.5	9	37.5
TOTAL	8	28.6	1	3.6	4	14.3	3	10.7	12	42.7

Table 9C

FACTORS CONSIDERED WHEN HIRING COOPERATIVE VOCATIONAL EDUCATION PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Occupational Experience in Education										
Community Colleges	1	5.6	1	5.6	4	22.2	5	27.8	7	38.9
Area Vocational Centers					4	26.7	6	40.0	5	33.3
High Schools	8	3.3	9	3.7	26	10.6	68	27.8	134	54.7
TOTAL	9	3.2	10	3.6	34	12.2	79	28.3	147	52.7
Occupational Experience Not in Education										
Community Colleges					2	11.1	3	16.7	13	72.2
Area Vocational Centers					1	6.7	6	40.0	8	53.3
High Schools	6	2.5	5	2.1	39	16.0	63	25.9	130	53.5
TOTAL	6	2.2	5	1.8	42	15.2	72	26.0	152	54.9
Academic Preparation										
Community Colleges			2	11.1	9	50.0	5	27.8	2	11.1
Area Vocational Centers			1	6.7	7	46.7	4	26.7	3	20.0

Table 9C (continued)

FACTORS CONSIDERED WHEN HIRING COOPERATIVE VOCATIONAL EDUCATION PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
High Schools	2	0.8	6	2.5	55	22.7	139	57.4	40	16.5
TOTAL	2	0.7	9	3.3	71	25.7	149	54.0	149	16.3
College Hours Taken in Specialty										
Community Colleges			2	11.1	4	22.2	9	50.0	3	16.7
Area Vocational Centers			1	6.7	6	40.0	6	40.0	2	13.3
High Schools	2	0.8	13	5.4	105	43.8	72	30.0	48	20.0
TOTALS	2	0.7	16	5.8	115	42.0	88	32.1	53	19.3
College Hours Taken in Professional Education										
Community Colleges	1	3.1	4	22.2	10	55.6	2	11.1	1	5.6
Area Vocational Centers	1	7.1	2	14.3	9	64.3	1	7.1	1	7.1
High Schools	4	1.7	28	11.8	148	11.8	148	62.4	46	19.4
TOTALS	6	22	34	12.6	167	61.9	50	18.5	13	4.8
Research and Publications										

Table 9C (continued)

FACTORS CONSIDERED WHEN HIRING COOPERATIVE VOCATIONAL EDUCATION PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Community Colleges	6	37.5	6	37.5	3	18.8	1	6.3		
Area Vocational Centers	3	20.0	8	53.3	3	20.0	1	6.7		
High Schools	124	52.8	57	24.3	33	14.0	15	6.4	6	2.6
TOTAL	133	49.8	72	27.0	39	14.6	16	6.0	7	2.6
vidence of "Excellence" in Performance										
Community Colleges			2	11.8	1	5.9	1	5.9	13	76.5
Area Vocational Centers					1	6.7	2	13.3	12	80.0
High Schools	7	3.0	3	1.3	10	4.2	104	44.1	112	47.5
TOTAL	7	2.6	5	1.9	12	4.5	107	39.8	138	51.3
Home Community of Candidate										
Community Colleges	6	37.5	4	25.0	4	25.0	1	6.3	1	6.3
Area Vocational Centers	5	38.5	3	23.1	3	23.1	2	15.4		
High Schools	118	52.4	39	17.3	30	13.3	19	8.4	19	8.4

Table 9C (continued)

FACTORS CONSIDERED WHEN HIRING COOPERATIVE VOCATIONAL EDUCATION PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
TOTAL	129	50.4	46	18.0	37	14.5	22	8.6	22	8.6
Other										
Community Colleges	2	66.7							1	33.3
Area Vocational Centers					1	33.3			2	66.7
High Schools	3	23.1			3	23.1	3	23.1	4	30.8
TOTAL	5	26.3	4	21.1	3	15.8	5	36.8		

Table 10

ANTICIPATED SOURCES OF SECURING VOCATIONAL-TECHNICAL EDUCATION ADMINISTRATORS DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Teacher Education Institutions														
Community Colleges			8	29.6	2	7.4	6	22.2	9	33.3	2	7.4		
Area Vocational Centers	5	31.3	6	37.5	3	18.8	1	6.3					1	6.3
High Schools	114	53.0	51	23.7	34	15.8	8	3.7	2	.9	5	2.3	1	.5
TOTAL	119	45.9	66	25.4	39	15.1	15	5.8	11	4.2	7	2.7	2	.8
Hired Away From Another Educational Institution														
Community Colleges	11	40.7	8	29.6	5	18.5	2	7.4			1	3.7		
Area Vocational Centers	6	37.5	7	43.8	2	12.5			1	6.3	7	2.9		
High Schools	44	22.7	87	44.8	42	21.6	13	6.7	2	1.0	6	3.1		
TOTAL	62	26.1	102	42.9	49	20.6	15	6.3	3	1.3	7	2.9		
Hired Away From Local Business, Industry, Etc.														
Community Colleges	5	20	2	8	7	28	6	24	4	16.0	1	4.0		
Area Vocational Centers			1	12.5			3	37.5	3	37.5	1	12.5		
High Schools	8	5.2	20	13.1	40	26.1	48	31.4	27	17.6	10	6.5		
TOTAL	13	7.0	23	12.3	47	25.1	58	31.0	34	18.2	12	6.4		

Table 10 (continued)

ANTICIPATED SOURCES OF SECURING VOCATIONAL-TECHNICAL EDUCATION ADMINISTRATORS DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Hired Away From Business, Industry, Etc. Not Located Nearby														
Community Colleges	3	13	3	13	3	13	4	17.4	5	21.7	3	13	2	8.7
Area Vocational Centers			1	11.1	1	11.1			20	22.2	4	44.4	1	11.1
High Schools	7	5	8	5.7	27	19.3	26	18.6	51	36.4	20	14.3	1	.7
TOTAL	10	5.8	12	6.9	31	17.9	30	17.3	59	34.1	27	15.6	4	2.3
Part-time Staff Member of Our Institution														
Community Colleges	3	13	4	17.4	6	26.1	3	13	4	17.4	3	13		
Area Vocational Centers	3	25	2	16.7	4	41.7	1	8.3			1	8.3		
High Schools	48	31	28	18.1	25	16.1	22	14.2	18	11.6	12	7.7	2	1.3
TOTAL	54	28.3	34	17.8	37	19.4	26	13.6	22	11.5	16	8.4	2	1.0

Table 10 (continued)

ANTICIPATED SOURCES OF SECURING VOCATIONAL-TECHNICAL EDUCATION ADMINISTRATORS DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Private Technical School														
Community Colleges					4	18.4	3	13.6	2	9.1	10	45.5	3	13.6
Area Vocational Centers					3	37.5	2	25	1	12.5	1	12.5	1	12.5
High Schools	10	8.2	7	5.7	16	13.1	14	11.5	19	15.6	53	43.4	3	2.5
TOTAL	10	6.5	7	4.6	23	15.0	19	12.4	22	14.4	65	42.5	7	4.6
Within Same Institution														
Community Colleges	6	85.7	1	14.3										
Area Vocational Centers	2	50	1	25	1	25								
High Schools	15	65.2			3	13	1	4.3	1	4.3			3	13.0
TOTAL	23	67.6	2	5.9	4	11.8	1	2.9	1	2.9	3	8.8		

Table 10A

ANTICIPATED SOURCES OF SECURING VOCATIONAL GUIDANCE PERSONNEL DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Teacher Education Institutions														
Community Colleges	4	14.8	10	37.0	3	11.1	6	22.2	3	11.1	1	3.7		
Area Vocational Centers	4	22.2	7	38.9	5	27.8	1	5.6	1	5.6				
High Schools	195	64.8	63	20.9	32	10.6	6	2.0	2	0.7	2	0.7	1	0.3
TOTAL	204	58.5	81	23.2	40	11.5	14	4.0	6	1.7	3	0.9	1	0.3
Hired Away From Another Education Institution														
Community Colleges	17	65.4	2	7.7	1	3.8	4	15.4	1	3.8			1	3.8
Area Vocational Centers	7	38.9	8	44.4	3	16.7								
High Schools	62	22.7	96	35.2	102	37.4	7	2.6	3	1.1	3	1.1		
TOTAL	88	27.5	107	33.4	106	33	11	3.4	4	1.2	3	0.9	1	0.3
Hired Away From Local Business, Industry, Etc.														
Community Colleges	2	7.4	8	29.6	12	44.4	1	3.7	4	14.8				
Area Vocational Centers			3	27.3	2	18.2	1	9.1	3	27.3	2	18.2		
High Schools	3	1.5	15	7.4	43	21.2	98	48.3	35	17.2	9	4.4		
TOTAL	5	2.1	26	10.7	58	23.9	101	41.6	42	17.3	11	4.5		

Table 10A (continued)

ANTICIPATED SOURCES OF SECURING VOCATIONAL GUIDANCE PERSONNEL DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Hired Away From Business, Industry, Etc. Not Located Nearby														
Community Colleges	1	4.2	4	16.7	4	16.7	5	20.8	6	25.0	4	16.7		
Area Vocational Centers			2	16.7	1	8.3	2	16.7	1	8.3	4	33.3	2	16.7
High Schools	2	1.0	10	5.2	17	8.8	31	16.1	44	22.8	88	45.6		
TOTAL	3	1.3	17	7.4	22	9.5	38	16.5	52	22.5	96	41.6	3	1.3
Part-time Staff Member of Our Institution														
Community Colleges	2	8.7	3	13.0	5	21.7	5	21.7	4	17.4	4	17.4		
Area Vocational Centers	5	35.7	1	7.1	3	21.4	2	14.3	1	7.1	1	7.1	1	7.1
High Schools	35	15.5	100	44.2	51	22.6	15	6.6	20	8.8	5	2.2		
TOTAL	42	15.8	104	39.2	60	22.6	22	8.3	26	9.8	10	3.8	1	0.4

Table 10A (continued)

ANTICIPATED SOURCES OF SECURING VOCATIONAL GUIDANCE PERSONNEL DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Private Technical School														
Community Colleges					2	9.5	4	19.0	4	19.0	11	52.4		
Area Vocational Centers			1	10.0	1	10.0	3	30.0	3	30.0	2	20.0		
High Schools	2	1.1	9	4.9	16	8.8	25	13.7	76	41.8	52	28.6	2	1.1
TOTAL	2	0.9	10	4.7	19	8.8	32	14.9	83	38.6	67	31.2	2	0.9
Within Same Institution														
Community Colleges	1	100.0												
Area Vocational Centers	2	66.7			1	33.3								
High Schools	10	71.4	3	21.4	1	7.1								
TOTAL	13	72.2	3	16.7	2	11.1								

Table 10B

ANTICIPATED SOURCES OF SECURING VOCATIONAL "IN-SCHOOL" INSTRUCTIONAL PERSONNEL DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Teacher Education Institutions														
Community Colleges	1	3.3	6	20.0	5	16.7	7	23.3	5	16.7	6	20.0		
Area Vocational Centers	8	50.0	4	25.0	2	12.5	1	6.3			1	6.3		
High Schools	191	56	119	34.9	20	5.9	5	1.5	3	0.9	2	0.6	1	0.3
TOTAL	201	51.7	129	33.2	28	7.2	13	3.3	8	2.1	9	2.3	1	0.3
Hired Away From Another Educational Institution														
Community Colleges	14	46.7	5	16.9	7	23.3	4	13.3						
Area Vocational Centers	3	18.8	7	43.8	3	18.8	1	6.3	2	12.5				
High Schools	57	18.2	141	44.9	97	30.9	8	2.5	6	1.9	5	1.6		
TOTAL	25	20.7	154	42.5	107	29.6	13	3.6	8	2.2	5	1.4		
Hired Away From Local Business, Industry, Etc.														
Community Colleges	5	17.2	9	31.0	7	24.1	3	10.3	5	17.2				
Area Vocational Centers	1	6.7	3	20.0	6	40.0	2	13.3	2	13.3	1	6.7		
High Schools	69	27.3	24	9.5	70	27.7	46	18.2	29	11.5	15	5.9		
TOTAL	25	25.1	36	12.0	83	27.8	51	17.1	38	12.7	16	5.4		

Table 10B (continued)

ANTICIPATED SOURCES OF SECURING VOCATIONAL "IN-SCHOOL" INSTRUCTIONAL PERSONNEL DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Hired Away From Business, Industry Etc. Not Located Nearby														
Community Colleges	7	25.0	4	14.3	5	17.9	5	17.9	3	10.7	4	14.3		
Area Vocational Centers			2	13.3	3	20.0	4	26.7	3	20.0	1	6.7	2	13.3
High Sch s	7	3.0	10	4.3	33	14.2	49	21.1	54	23.3	79	34.1		
TOTAL	14	5.1	16	5.8	41	14.8	59	21.3	60	21.7	85	30.7	2	0.7
Part-time Staff Member of Our Institution														
Community Colleges	6	21.4	6	21.4	4	14.3	5	17.9	4	14.3	3	10.7		
Area Vocational Centers	5	35.7			2	14.3	2	14.3	3	21.4	2	14.3		
High Schools	20	8.4	30	12.6	55	23.1	87	36.6	33	13.9	13	5.5		
TOTAL	31	11.0	37	13.1	62	22.0	94	33.3	40	14.2	18	6.4		

Table 10B (continued)

ANTICIPATED SOURCES OF SECURING VOCATIONAL "IN-SCHOOL" INSTRUCTIONAL PERSONNEL DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Private Technical School														
Community Colleges			2	8.3	2	8.3	4	16.7	9	37.5	7	29.2		
Area Vocational Centers					3	25.0	2	16.7	1	8.3	6	50.0		
High Schools	3	1.4	11	5.2	26	12.3	22	10.4	79	37.4	68	32.2	2	0.9
TOTAL	3	1.2	13	5.2	31	12.4	29	11.6	89	35.7	82	32.9	2	0.8
Within Same Institution														
Community Colleges														
Area Vocational Centers	1	50.0	1	50.0										
High Schools	4	36.4	3	27.3	1	9.1					3	27.3		
TOTAL	5	38.5	4	30.8	1	0.8					3	23.1		

Table

ANTICIPATED SOURCES OF SECURING COOPERATIVE VOCATIONAL EDUCATION PERSONNEL DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Teacher Education Institutions														
Community Colleges	2	11.8	3	17.6	4	23.5	2	11.8	6	35.3				
Area Vocational Centers	3	23.1	5	38.5	3	23.1			2	15.4				
High Schools	90	36.6	51	20.7	94	38.2	5	2.0	6	2.4				
TOTAL	95	34.3	60	21.7	101	36.5	7	2.5	14	5.1				
Hired Away From Another Education Institution														
Community Colleges	4	17.4	5	21.7	6	26.1	2	8.7	6	26.1				
Area Vocational Centers	4	28.6	3	21.4	4	28.6	2	14.3	1	7.1				
High Schools	39	16.6	86	36.6	37	15.7	68	28.9	5	2.1				
TOTAL	48	18.0	94	35.2	47	17.6	72	27.0	6	2.2				
Hired Away From Local Business, Industry, Etc.														
Community Colleges	8	47.1	3	17.6	1	5.9	2	11.8	3	17.6				
Area Vocational Centers			4	33.3	3	25.0	4	33.3	1	8.3				
High Schools	6	3.0	16	8.0	48	24.1	55	27.6	71	35.7	3	1.5		

Table 10C (continued)

ANTICIPATED SOURCES OF SECURING VOCATIONAL EDUCATION PERSONNEL DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
TOTAL	14	6.1	23	10.0	52	22.7	62	27.1	75	32.8	3	1.3		
Hired Away From Business, Industry, Etc. Not Located Nearby														
Community Colleges	3	18.8	4	25.0	3	18.8	5	31.3			1	6.3		
Area Vocational Centers			1	8.3	3	25.0	3	25.0	3	25.0	2	16.7		
High Schools	2	1.1	5	2.7	20	10.9	34	18.6	59	32.2	63	34.4		
TOTAL	5	2.4	10	4.7	27	12.7	42	19.8	62	29.2	66	31.1		
Part-time Staff Member of Our Institution														
Community Colleges	1	5.9	4	23.5	1	5.9	5	29.4	6	35.3				
Area Vocational Centers	6	46.2	2	15.4	1	7.7	1	7.7	3	23.1				
High Schools	48	24.2	84	42.4	26	13.1	13	6.6	25	12.6	2	1.0		
TOTAL	56	24.3	90	39.1	28	12.2	19	8.3	35	15.2	2	0.9		
Private Technical School														
Community Colleges														

Table 10C (continued)

ANTICIPATED SOURCES OF SECURING COOPERATIVE VOCATIONAL EDUCATION PERSONNEL DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Area Vocational Centers														
High Schools														
TOTAL														
Within Same Institution														
Community Colleges														
Area Vocational Centers	1	50.0	1	50.0										
High Schools	69	89.6	1	1.3	1	1.3	1	1.3	2	2.6	3	3.9		
TOTAL	70	88.6	2	2.5	1	1.3	1	1.3	2	2.5	3	3.8		

Table 11

REASONS THAT TEACHER-EDUCATION INSTITUTION WAS LISTED IN ORDER OF PREFERENCE THAT IT WAS FOR RECRUITMENT OF VOCATIONAL PERSONNEL

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Secure Experienced Personnel From Other Institutions or Promote From Within								
Vocational Administrators	126	47.4	7	46.7	22	84.6	156	50.6
Vocational Guidance	125	46.3	11	61.1	11	47.8	149	47.5
"In-School" Instructional	51	22.1	5	31.3	14	53.8	71	25.8
Cooperative Vocational	112	53.1	8	53.3	8	57.1	129	53.5
Best Source of Quality Personnel								
Vocational Administrators	79	29.7	3	20.0			82	26.6
Vocational Guidance	95	35.2	4	22.2	6	26.1	106	33.8
"In-School" Instructional	123	53.2	8	50.0	6	23.1	137	49.8
Cooperative Vocational	64	30.3	6	40.0	4	28.6	74	30.7

Table 11 (continued)

REASONS THAT TEACHER-EDUCATION INSTITUTION WAS LISTED IN ORDER OF PREFERENCE THAT IT WAS FOR RECRUITMENT OF VOCATIONAL PERSONNEL

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Best Source Next to Local Promotion								
Vocational Administrators	11	4.1			2	7.7	13	4.2
Vocational Guidance	13	4.8			1	4.3	14	4.5
"In-School" Instructional	7	3.0	1	6.3	1	3.8	9	3.3
Cooperative Vocational	14	6.6	1	6.7			15	6.2
Convenience								
Vocational Administrators	27	10.2	1	6.7	1	3.8	29	9.4
Vocational Guidance	13	4.8			1	4.3	14	4.5
"In-School" Instructional	14	6.1					15	5.5
Cooperative Vocational	7	3.3					7	2.9

Table 11 (continued)

REASONS THAT TEACHER-EDUCATION INSTITUTION WAS LISTED IN ORDER OF PREFERENCE THAT IT WAS FOR RECRUITMENT OF VOCATIONAL PERSONNEL

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Helps Assure That Staff Meets Certificate Requirements								
Vocational Administrators	11	4.1	2	13.3			13	4.2
Vocational Guidance	11	4.1	1	5.6			12	3.8
"In-School" Instructional	20	8.7	1	6.3			21	7.6
Cooperative Vocational	6	2.8					6	2.5
Distribute Notices of Job Openings Widely								
Vocational Administrators	1	0.4	1	6.7			2	0.6
Vocational Guidance	1	0.4	1	5.6	1	4.3	2	0.6
"In-School" Instructional	1	0.4	1	6.3			2	0.7
Cooperative Vocational	1	0.4					1	0.4

Table 11 (continued)

REASONS THAT TEACHER-EDUCATION INSTITUTION WAS LISTED IN ORDER OF PREFERENCE THAT IT WAS FOR RECRUITMENT OF VOCATIONAL PERSONNEL

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Questions Training For Vocational Personnel								
Vocational Administrators	7	2.6	1	6.7	1	3.8	9	2.9
Vocational Guidance	6	2.2	1	5.6	2	8.7	9	2.9
"In-School" Instructional	4	1.7			5	19.2	9	3.3
Cooperative Vocational	3	1.4			2	14.3	5	2.1

Table 12

WERE TEACHER EDUCATION INSTITUTIONS CONTACTED

WHEN TRYING TO SECURE FULL-TIME VOCATIONAL-TECHNICAL EDUCATION PERSONNEL

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Vocational Administrators								
Yes	61	24.9	8	53.3	10	37.0	80	27.8
No	182	74.3	7	46.7	17	63.0	206	71.5
Guidance Personnel								
Yes	170	62.3	8	50.0	15	55.6	194	60.8
No	100	36.6	8	50.0	12	44.4	122	38.2
"In-School" Instructional								
Yes	281	87.8	15	88.2	20	64.5	318	85.9
No	36	11.2	2	11.8	11	35.5	49	13.2

Table 12 (continued)

WERE TEACHER EDUCATION INSTITUTIONS CONTACTED

WHEN TRYING TO SECURE FULL-TIME VOCATIONAL-TECHNICAL EDUCATION PERSONNEL

	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Cooperative Vocational								
Yes	86	37.6	10	66.7	7	38.9	104	39.4
No	142	62.0	5	33.3	9	50.0	157	59.5

Table 13

EXPERIENCES RESULTING FROM CONTACTS WITH

TEACHER-EDUCATION INSTITUTIONS

Experience Resulting From Contact	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Positive								
Vocational Administrators	27	69.2	2	66.7	3	50.0	33	67.3
Vocational Guidance	141	89.8	7	70.0	11	84.6	160	87.9
"In-School" Instructional	226	88.6	13	86.7	13	76.5	253	87.8
Cooperative Vocational	63	78.7	10	90.9	4	40.0	77	76.2
Little or No Service								
Vocational Administrators	2	5.1	1	33.3			3	6.1
Vocational Guidance	5	3.2			2	15.4	7	3.8
"In-School" Instructional	10	3.9			2	11.8	12	4.2
Cooperative Vocational	7	8.7	1	9.1	2	20.0	10	9.9

Table 13 (continued)

Experience Resulting From Contact	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Candidate Not Qualified								
Vocational Administrators	7	17.9			3	50.0	10	20.4
Vocational Guidance	6	3.8	2	20.0			8	4.4
"In-School" Instructional	8	3.1	1	6.7	1	5.9	10	3.5
Cooperative Vocational	3	3.7			4	40.0	7	6.9

Table 14

REASONS WHY TEACHER EDUCATION INSTITUTIONS WERE NOT CONTACTED

WHEN TRYING TO SECURE FULL-TIME VOCATIONAL-TECHNICAL EDUCATION PERSONNEL

Reasons	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Promoted From Within								
Vocational Administrators	106	82.8	3	75.0	5	38.5	114	78.6
Vocational Guidance	43	50.6	6	66.7	1	11.1	50	48.1
"In-School" Instructional	9	30.0			1	11.1	10	24.4
Cooperative Vocational	108	83.1	4	100.0			112	80.6
Have Not Hired								
Vocational Administrators	13	10.2			4	30.8	17	11.7
Vocational Guidance	28	32.9	1	11.1	3	33.3	32	30.8
"In-School" Instructional	8	26.7	1	50.0	2	22.2	11	26.8
Cooperative Vocational	19	14.6					19	13.7

Table 14 (continued)

REASONS WHY TEACHER EDUCATION INSTITUTIONS WERE NOT CONTACED

WHEN TRYING TO SECURE FULL-TIME VOCATIONAL-TECHNICAL EDUCATION PERSONNEL

Reasons	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Experienced Personnel From Other Institutions Hired								
Vocational Administrators	4	3.1	1	25.0	3	23.1	8	5.5
Vocational Guidance	2	2.4			2	22.2	4	3.8
"In-School" Instructional	2	6.7			1	11.1	3	7.3
Cooperative					4	80.0	4	2.9
Did Not Hire								
Vocational Administrators	2	1.6					2	1.4
Vocational Guidance	5	5.9			1	11.1	7	6.7
"In-School" Instructional	2	6.7			3	33.3	5	12.2
Cooperative Vocational					1	20.0	1	0.7

Table 14 (continued)

REASONS WHY TEACHER EDUCATION INSTITUTIONS WERE NOT CONTACTED

WHEN TRYING TO SECURE FULL-TIME VOCATIONAL-TECHNICAL EDUCATION PERSONNEL

Reasons	HIGH SCHOOLS		AREA VOCATIONAL CENTERS		COMMUNITY COLLEGES		TOTAL	
	N	%	N	%	N	%	N	%
Had Plenty of Applicants								
Vocational Administrators	3	2.3			1	7.7	4	2.8
Vocational Guidance	5	5.9	1	11.1	2	22.2	8	7.7
"In-School" Instructional	5	16.7	1	50.0	1	11.1	7	17.1
Cooperative Vocational	3	2.3					3	0.7

TABULAR PRESENTATION OF KEY FINDINGS BY LOCATION OF INSTITUTIONS IN THE STATE OF ILLINOIS

Table 15

NUMBER OF VOCATIONAL EDUCATION PERSONNEL EMPLOYED AS OF APRIL 1, 1973

	FULL-TIME				PART-TIME			
	LOWER 1/3 OF STATE	MIDDLE 1/3 OF STATE	UPPER 1/3 OF STATE	TOTAL	LOWER 1/3 OF STATE	MIDDLE 1/3 OF STATE	UPPER 1/3 OF STATE	TOTAL
Administrative Personnel	53	67	146	266	39	137	142	318
Vocational Guidance Personnel	54	180	219	453	49	147	277	473
Instructional Personnel	693	1,453	3,988	6,134	283	478	1,276	2,037
Industrial Oriented	227	469	1,524	2,220	84	91	659	834
Health	77	148	98	323	20	69	51	140
Applied Biological and Agriculture	68	110	245	423	47	51	76	174
Personal and Public Service	102	221	570	893	64	86	157	307
Business, Office Managment	198	47[illegible]	1,372	2,037	51	152	222	425
Marketing, Management Distribution	21	34	179	234	17	29	111	157
Cooperative Vocational Education Personnel	37	119	393	549	35	53	333	421

Table 16

TOTAL NUMBER OF VOCATIONAL EDUCATION PERSONNEL ADDITIONS AND REPLACEMENTS HIRED

ON A FULL-TIME BASIS DURING THE PAST THREE YEARS

	UPPER 1/3 OF STATE	MIDDLE 1/3 OF STATE	LOWER 1/3 OF STATE	TOTAL
	N	N	N	N
Administrative Personnel	49	20	24	93
Vocational Guidance Personnel	89	34	16	139
Instructional Personnel	1323	454	254	2031
Industrial Oriented	415	136	88	639
Health	97	92	32	221
Applied Biological and Agriculture	55	46	28	129
Personal and Public Service (includes home economics, etc.)	270	74	37	381
Business, Office, and Management	225	88	60	373
Marketing, Distribution and Management	61	18	9	88
Cooperative Vocational Education Personnel	148	24	9	181

Table 16A

VOCATIONAL EDUCATION PERSONNEL ADDITIONS AND REPLACEMENTS

HIRED ON A FULL-TIME BASIS FOR THE PAST THREE YEARS

	ADDITIONS				REPLACEMENTS			
	LOWER 1/3 OF STATE	MIDDLE 1/3 OF STATE	UPPER 1/3 OF STATE	TOTAL	LOWER 1/3 OF STATE	MIDDLE 1/3 OF STATE	UPPER 1/3 OF STATE	TOTAL
Administrative Personnel	12	11	30	53	12	9	19	40
Vocational Guidance Personnel	9	19	42	70	7	15	47	69
Instructional Personnel	150	249	548	947	104	205	775	1,084
Industrial Oriented	58	71	162	292	30	65	253	348
Health	21	62	71	154	11	30	26	67
Applied Biological and Agriculture	14	22	36	72	14	24	19	57
Personal and Public Service	18	34	111	163	19	40	159	219
Business, Office, and Management	34	46	37	17	26	42	188	356
Marketing, Distribution and Management	5	14	31	50	4	4	30	38
Cooperative Vocational Education Personnel	5	16	66	87	4	8	82	94

Table 17

TOTAL VOCATIONAL-TECHNICAL EDUCATION PERSONNEL HIRED DURING THE PAST THREE YEARS THAT LIVE WITHIN COMMUTING DISTANCE OF THE VOCATIONAL INSTITUTION PRIOR TO EMPLOYING THEM

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Administrative Personnel	31	63%	14	70%	11	45%	56	56%
Vocational Guidance Personnel	41	46	14	41	9	90	64	46
Instructional Personnel	653	49	208	46	145	61	1,016	58
Industrial Oriented	199	48	51	37	46	52	296	46
Health	57	59	35	43	20	62	112	55
Applied Biological and Agriculture	12	22	13	28	16	57	41	31
Personal and Public Service (includes home economics, etc.)	142	52	42	55	25	67	209	41
Business, Office, and Management	213	50	55	62	36	60	304	48
Marketing, Distribution and Management	30	49	12	67	2	22	44	50
Cooperative Vocational Education Personnel	102	68	12	50	6	67	120	63

Table 17A

VOCATIONAL-TECHNICAL EDUCATION PERSONNEL ADDITIONS HIRED DURING THE PAST THREE YEARS THAT LIVED WITHIN COMMUTING DISTANCE OF THE VOCATIONAL INSTITUTION PRIOR TO EMPLOYING THEM

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Administrative Personnel	20	67%	9	82%	9	75%	38	72%
Vocational Guidance Personnel	27	64	7	37	6	66	40	56
Instructional Personnel	271	49	94	49	104	76	469	59
Industrial Oriented	77	47	29	41	35	60	141	48
Health	42	59	22	35	13	62	77	59
Applied Biological and Agriculture	9	25	6	27	13	93	28	38
Personal and Public Service (includes home economics, etc.)	55	49	16	100	16	89	87	35
Business, Office, and Management	74	54	20	43	25	74	119	62
Marketing, Distribution and Management	14	45	2	79	2	-	18	35
Cooperative Vocational Education Personnel	46	70	8	50	10	-	64	97

Table 17B

VOCATIONAL-TECHNICAL EDUCATION PERSONNEL REPLACEMENTS HIRED DURING THE PAST THREE YEARS THAT LIVED WITHIN COMMUTING DISTANCE OF THE VOCATIONAL INSTITUTION PRIOR TO EMPLOYING THEM

	LOWER 1/3 OF STATE		MIDDLE 1/3 OF STATE		UPPER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Administrative Personnel	2	17%	5	55%	11	58%	18	45 %
Vocational Guidance Personnel	3	43	7	47	14	30	24	36
Instructional Personnel	41	39	66	22	362	49	469	55
Industrial Oriented	11	37	22	34	122	48	155	45
Health	7	64	13	43	15	58	35	53
Applied Biological and Agriculture	3	21	7	29	3	16	13	22
Personal and Public Service (includes home economics, etc.)	9	47	8	20	67	35	84	42
Business, Office, and Management	11	42	15	43	139	48	165	47
Marketing, Distribution and Management	2	40	1	25	16	53	26	64
Cooperative Vocational Education Personnel	4	100	4	50	56	68	64	68

Table 18

TOTAL PERCENT OF INCREASE OR DECREASE IN ANTICIPATED EMPLOYMENT OF FULL-TIME VOCATIONAL EDUCATION PERSONNEL DURING THE NEXT FIVE YEARS

	LOWER 1/3 OF STATE		MIDDLE 1/3 OF STATE		UPPER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Administrative Personnel	11	-54%	33	+65%	59	+20%	103	+11%
Vocational Guidance Personnel	19	+90	36	+ 6	70	-21	125	-18
Instructional Personnel	137	-45	327	-28	1,084	+ 1	1,550	- 6
Industrial Oriented	51	-42	111	-18	454	+ 9	616	- 4
Health	28	-12	36	-56	125	+80	189	-16
Applied Biological and Agriculture	10	-64	43	- 6	67	+22	120	-11
Personal and Public Service (includes home economics, etc.)	23	-38	62	-16	173	-36	258	-32
Business, Office, and Management	19	-68	57	-35	388	-11	464	-20
Marketing, Distribution and Management	8	-11	18	+50	87	+43	113	+28
Cooperative Vocational Education Personnel	11	+22	29	+25	121	-18	161	-11

Table 18A

PERCENT OF INCREASE OR DECREASE IN ANTICIPATED EMPLOYMENT OF ADDITIONAL FULL-TIME VOCATIONAL EDUCATION PERSONNEL DURING THE NEXT FIVE YEARS

	LOWER 1/3 OF STATE		MIDDLE 1/3 OF STATE		UPPER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Administrative Personnel	9	-25%	28	+155%	28	- 3%	66	+ 25%
Vocational Guidance Personnel	17	-89	30	+ 58	45	- 7	93	+ 31
Instructional Personnel	104	-31	182	- 27	618	+23	907	+ 16
Industrial Oriented	41	-29	67	- 6	201	-24	310	+ 6
Health	21	0	21	- 66	81	-14	125	- 22
Applied Biological and Agriculture	7	-50	27	+ 23	50	+39	84	+ 14
Personal and Public Service (includes home economics, etc.)	18	0	31	- 9	97	-13	147	-16
Business, Office, and Management	9	-73	30	- 35	143	- 4	182	-16
Marketing, Distribution and Management	8	+60	6	- 57	46	+48	60	+20
Cooperative Vocational Education Personnel	8	+60	19	+ 19	77	+17	104	+ 7

Table 18B

PERCENT OF INCREASE OR DECREASE IN ANTICIPATED EMPLOYMENT OF FULL-TIME REPLACEMENT PERSONNEL IN VOCATIONAL EDUCATION DURING THE NEXT FIVE YEARS

	LOWER 1/3 OF STATE		MIDDLE 1/3 OF STATE		UPPER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Administrative Personnel	2	-83%	5	-44%	30	- 58%	37	- 5%
Vocational Guidance Personnel	2	-71	6	-60	25	- 47	33	-53
Instructional Personnel	35	-66	145	-29	666	- 8	846	- 3
Industrial Oriented	10	-66	44	-32	253	0	307	-12
Health	7	-36	15	-50	44	+261	66	+10
Applied Biological and Agriculture	3	-79	16	-35	17	- 10	36	-38
Personal and Public Service (includes home economics, etc.)	5	-74	31	-22	76	- 52	112	-49
Business, Office, and Management	10	-61	27	-36	235	- 18	272	-24
Marketing, Distribution and Management	-	-	12	+200	41	+37	53	+39
Cooperative Vocational Education Personnel	3	-25	10	+25	44	-46	57	-39

Table 19

PERCENTAGE OF FULL-TIME VOCATIONAL-TECHNICAL ADMINISTRATIVE PERSONNEL WHO WILL BE HIRED DURING THE NEXT FIVE YEARS AND WILL LIVE WITHIN COMMUTING DISTANCE OF THEIR NEWLY EMPLOYED EDUCATIONAL INSTITUTION

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
PERCENTAGE	N	%	N	%	N	%	N	%
0	15	14.2	12	33.3	5	25.0	33	20.2
1-9	1	0.9			1	5.0	2	1.2
10-25	2	1.9	1	2.8			3	1.8
26-50	2	1.9	2	5.6	3	15.0	7	4.3
51-74	63	59.4	2	5.6			65	39.9
75-90	3	2.8	3	8.3	1	5.0	7	4.3
91-100	20	18.9	14	38.9	10	50.0	44	27.0

Table 19A

PERCENTAGE OF THE FULL-TIME VOCATIONAL GUIDANCE PERSONNEL YOU ANTICIPATE HIRING DURING THE NEXT FIVE YEARS LIVING WITHIN COMMUTING DISTANCE OF EDUCATIONAL INSTITUTION WHEN THEY ARE HIRED

PERCENTAGE	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
0	26	22.2	18	34.6	10	34.5	54	27.3
1-9	1	0.9	4	7.7	1	3.4	6	3.0
10-25	4	3.4	1	1.9			5	2.5
26-50	7	6.0	4	7.7	5	17.2	16	8.1
51-74	2	1.7	2	3.8			4	2.0
75-90	4	3.4	2	3.8			6	3.0
91-100	72	61.5	20	38.5	13	44.8	105	53.0

Table 19B

PERCENTAGE OF THE FULL-TIME VOCATIONAL-TECHNICAL "IN SCHOOL" INSTRUCTIONAL PERSONNEL YOU ANTICIPATE HIRING DURING THE NEXT FIVE YEARS LIVING WITHIN COMMUTING DISTANCE OF EDUCATIONAL INSTITUTION WHEN THEY ARE HIRED

PERCENTAGE	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
0	18	14.1	14	20.0	8	20.5	40	16.8
1-9	3	2.3	4	5.7	1	2.6	8	3.4
10-25	13	10.2	6	8.6	3	7.7	23	9.7
26-50	12	9.4	11	15.7	10	25.6	33	13.9
51-74	3	2.3	2	2.9	1	2.6	6	2.5
75-90	7	5.5	12	17.1	4	10.3	23	9.7
91-100	72	56.3	20	28.6	11	28.2	103	43.3

Table 19C

PERCENTAGE OF THE FULL-TIME COOPERATIVE VOCATIONAL EDUCATION PERSONNEL YOU ANTICIPATE HIRING DURING THE NEXT FIVE YEARS LIVING WITHIN COMMUTING DISTANCE OF EDUCATIONAL INSTITUTION WHEN THEY ARE HIRED

PERCENTAGE	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
0	14	12.2	6	12.0	6	20.0	26	13.3
1-9	3	2.6	2	4.0			5	2.6
10-25	5	4.3	5	10.0			10	5.1
26-50	5	4.3	3	6.0	7	23.3	15	7.7
51-74	1	0.9	2	4.0			3	1.5
75-90	6	5.2	6	12.0	3	10.0	15	7.7
91-100	81	70.4	26	52.0	14	46.7	121	62.1

Table 20

WHY VOCATIONAL-TECHNICAL EDUCATION ADMINISTRATIVE PERSONNEL

WILL OR WILL NOT BE RECRUITED FROM SOURCES WITHIN

COMMUTING DISTANCE OF HIRING EDUCATIONAL INSTITUTION

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Good source of experienced personnel	11	10.3	6	17.1	1	5.0	18	11
Preferred by school board	2	1.9	4	11.4	7	35.0	13	8.0
Prefer to promote from within	72	67.3	7	20.0	3	15.0	82	50.3
Not as obligated to local person because Relocation is not necessary	3	2.8	1	2.9			4	2.5
Must know community	4	3.7	2	5.7	2	10.0	8	4.9
Must hire best applicant regardless of location	8	7.5	1	2.9	2	10.0	15	9.2
Lack of available personnel in local area	6	5.6	10	28.6	3	15.0	19	11.7
Prefer not to hire local personnel now employed	1	0.9			1	5.0	2	1.2

Table 20A

WHY VOCATIONAL-TECHNICAL VOCATIONAL GUIDANCE PERSONNEL

WILL OR WILL NOT BE RECRUITED FROM SOURCES WITHIN

COMMUTING DISTANCE OF HIRING EDUCATIONAL INSTITUTION

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Good source of experienced personnel	9	8.7	3	7.3	2	9.5	14	8.4
Preferred by school board			1	2.4	5	23.8	6	3.6
Prefer to promote from within	68	65.4	8	19.5	2	9.5	78	47.0
Not as obligated to local person because relocation is not necessary	3	2.9	1	2.4			4	2.4
Must know community	7	6.7	13	31.7	5	23.8	25	15.1
Must hire best applicant regardless of location	9	8.7	6	14.6	2	9.5	17	10.2
Lack of available personnel in local area	5	4.8	3	19.5	3	14.3	16	9.6

Table 20B

WHY VOCATIONAL-TECHNICAL INSTRUCTIONAL PERSONNEL

WILL OR WILL NOT BE RECRUITED FROM SOURCES WITHIN

COMMUTING DISTANCE OF HIRING EDUCATIONAL INSTITUTION

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Good source of experienced personnel	9	7.4	10	15.4	3	9.7	22	10.1
Preferred by school board	1	0.8	1	1.5	6	19.4	8	3.7
Prefer to promote from within	64	52.9	7	10.8	3	9.7	74	33.9
Not as obligated to local person because Relocation is not necessary	2	1.7	1	1.5	1	3.2	4	1.8
Must know community	13	10.7	25	38.5	7	22.6	45	20.6
Must hire best applicant regardless of location	21	17.4	9	13.8	7	22.6	38	17.4
Lack of available personnel in local area	9	7.4	10	15.4	1	3.2	20	9.2
Prefer not to hire local personnel now employed	1	0.8	1	1.5	1	3.2	3	1.4

Table 20C

WHY VOCATIONAL-TECHNICAL COOPERATIVE EDUCATION PERSONNEL

WILL OR WILL NOT BE RECRUITED FROM SOURCES WITHIN

COMMUTING DISTANCE OF HIRING EDUCATIONAL INSTITUTION

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Good source of experienced personnel	5	4.5	5	11.9	3	10.3	13	7.1
Preferred by school board	1	0.9	2	4.8	4	13.8	7	3.8
Prefer to promote from within	71	64.0	6	14.3	5	17.2	82	45.1
Not as obligated to local person because Relocation is not necessary	1	0.9					1	0.5
Must know community	15	13.5	21	50.0	9	31.0	45	24.7
Must hire best applicant regardless of location	13	11.7	5	11.7	3	10.3	21	11.5
Lack of available personnel in local area	4	3.6	3	7.1	2	6.9	9	4.9
Prefer not to hire local personnel now employed	1	0.9			2	6.9	3	1.6

Table 21

RECOMMENDATIONS FOR IMPROVING PRE-SERVICE AND IN-SERVICE

VOCATIONAL ADMINISTRATION TEACHER EDUCATION PROGRAMS

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Educational and/or Occupational Experience Internships	96	75.6	27	52.9	96	75.6	134	65.4
Quality workshops and conferences at convenient times	13	10.2	11	21.6	13	10.2	28	13.7
Upgrade or set up whole new programs	1	0.8	2	3.9	1	0.8	4	2.0
Provide practical training for Experienced administrators	2	1.6	1	2.0	2	1.6	6	2.9
University instructors who are current on Vocational Education	1	0.8			1	0.8	2	1.0
Require teaching experience	1	0.8	1	2.0	1	0.8	4	2.0
Develop competency based curriculum	7	5.5	7	13.7	7	5.5	18	8.8
Advanced degree programs in Vocational Education	6	4.7	1	2.0	6	4.7	7	3.4

Table 21 A

RECOMMENDATIONS FOR IMPROVING PRE-SERVICE AND IN-SERVICE

VOCATIONAL GUIDANCE TEACHER EDUCATION PROGRAMS

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Educational and/or Occupational Experience Internships	84	75.0	20	50.0	84	75.0	110	64.3
Quality workshops and conferences at convenient times	8	7.1	6	15.0	8	7.1	17	9.9
Upgrade or set up whole new programs			2	5.0			3	1.8
Provide practical training for experienced guidance personnel	12	10.7	3	7.5	12	10.7	21	12.3
University instructors who are current on Vocational Education	1	0.9	1	2.5	1	0.9	2	1.2
Require teaching experience			5	12.5			6	3.5
Develop competency based curriculum	4	3.6	1	2.5	4	3.6	6	3.5
Advanced degree programs in Vocational Education	1	0.9	1	2.5	1	0.9	2	1.2

Table 21B

RECOMMENDATIONS FOR IMPROVING PRE-SERVICE AND IN-SERVICE

VOCATIONAL "IN-SCHOOL" INSTRUCTIONAL TEACHER EDUCATION PROGRAMS

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Educational and/or Occupational Experience Internships	22	19.5	16	33.3	22	19.5	44	24.6
Quality workshops and conferences at convenient times	70	61.9	9	18.8	70	61.9	79	44.1
Upgrade or set up whole new programs	1	0.9	1	2.1	1	0.9	2	1.1
Provide practical training for experienced instructors	10	8.8	12	25.0	10	8.8	29	16.2
University instructors who are current on Vocational Education	1	0.9	2	4.2	1	0.9	3	1.7
Require teaching experience	3	2.7	2	4.2	3	2.7	7	3.9
Develop competency based curriculum	3	2.7	1	2.1	3	2.7	6	3.4
Advanced degree programs in Vocational Education	2	1.8	4	8.3	2	1.8	6	3.4

Table 21C

RECOMMENDATIONS FOR IMPROVING PRE-SERVICE AND IN-SERVICE

COOPERATIVE VOCATIONAL TEACHER EDUCATION PROGRAMS

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Educational and/or Occupational Experience Internships	15	14.4	9	34.6	15	14.4	27	18.9
Quality workshops and conferences at convenient times	71	68.3	9	34.6	71	68.3	83	58.0
Upgrade or set up whole new programs	1	1.0	2	7.7	1	1.0	4	2.8
Provide practical training for experienced cooperative vocational personnel	7	6.7	3	11.5	7	6.7	14	9.8
University instructors who are current on Vocational Education	1	1.0			1	1.0	1	0.7
Requiring teaching experience			1	3.8			2	1.4
Develop competency based curriculum	5	4.8	2	7.7	5	4.8	7	4.9
Advanced degree programs in Vocational Education	4	3.8			4	3.8	4	2.8

Table 22

FACTORS CONSIDERED WHEN HIRING VOCATIONAL-TECHNICAL EDUCATION ADMINISTRATORS

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Occupational Experience in Education										
Upper 1/3	6	3.7	4	2.5	18	11.0	25	15.3	110	67.5
Middle 1/3	1	1.1	5	5.4	16	17.4	30	32.6	40	43.5
Lower 1/3			4	8.3	6	12.5	12	25.0	26	54.2
TOTAL	7	2.3	13	4.3	40	13.1	67	22.0	178	58.4
Occupational Experience not in Education										
Upper 1/3	4	2.4	12	7.3	33	20.1	23	14.0	92	56.1
Middle 1/3	4	4.5	7	7.9	31	34.8	27	30.3	20	22.5
Lower 1/3	3	6.7	5	11.1	18	40.0	11	24.4	8	17.8
TOTAL	11	3.7	24	8.0	82	27.3	62	20.7	121	40.3
Academic Preparation										
Upper 1/3	2	1.2	7	4.4	24	15.0	42	26.2	85	53.1
Middle 1/3	1	1.1	5	5.4	23	25.0	39	42.4	24	26.1

Table 22 (continued)

FACTORS CONSIDERED WHEN HIRING VOCATIONAL-TECHNICAL EDUCATION ADMINISTRATORS

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Lower 1/3			3	6.4	13	27.7	21	44.7	10	21.3
TOTAL	3	1.0	15	5.0	61	20.3	102	33.9	120	39.9
College Hours Taken In Specialty Area										
Upper 1/3	5	3.0	11	6.7	22	13.4	103	62.8	23	14.0
Middle 1/3	1	1.1	6	6.8	22	25.0	40	45.5	19	21.6
Lower 1/3			2	4.3	16	34.0	21	44.7	8	17.0
TOTAL	6	2.0	19	4.3	61	20.3	164	54.5	51	16.9
College Hours Taken In Professional Education										
Upper 1/3	7	4.3	17	10.4	41	25.0	92	56.1	7	4.3
Middle 1/3	4	4.5	10	11.4	38	43.2	28	31.8	8	9.1
Lower 1/3	1	2.1	5	10.4	20	41.7	17	35.4	5	10.4
TOTAL	12	4.0	33	10.9	99	32.8	137	45.4	21	7.0

Table 22 (continued)

FACTORS CONSIDERED WHEN HIRING VOCATIONAL-TECHNICAL EDUCATION ADMINISTRATORS

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Research and Publications										
Upper 1/3	27	16.8	33	20.5	88	54.7	5	3.1	8	5.0
Middle 1/3	35	39.8	26	29.5	20	22.7	3	3.4	4	4.5
Lower 1/3	17	36.2	18	38.3	7	14.9	4	8.5	1	2.1
TOTAL	79	26.5	78	26.2	116	38.9	12	4.0	13	4.4
Evidence of "Excellence" in Performance										
Upper 1/3	10	6.2	2	1.2	4	2.5	15	9.3	131	80.9
Middle 1/3	3	3.3	3	3.3	4	4.4	27	30.0	53	58.9
Lower 1/3	3	6.5			4	8.7	8	17.4	31	67.4
TOTAL	16	5.3	5	1.7	12	4.0	50	16.7	217	72.3
Home Community of Candidate										
Upper 1/3	39	25.5	84	54.9	12	7.8	14	9.2	4	2.6
Middle 1/3	34	42.0	20	24.7	19	23.5	4	4.9	4	4.9
Lower 1/3	9	22.0	10	24.4	11	26.8	9	22.0	2	4.9
TOTAL	83	30.0	115	41.5	42	15.2	27	9.7	10	3.6

Table 22 (continued)

FACTORS CONSIDERED WHEN HIRING VOCATIONAL-TECHNICAL EDUCATION ADMINISTRATORS

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Other										
Upper 1/3	4	36.4	3	27.3			3	27.3	1	9.1
Middle 1/3	3	37.5			2	25.0	1	12.5	2	25.0
Lower 1/3	1	8.3	4	33.3	1	8.3	2	16.7	4	33.3
TOTAL	8	25.0	7	21.9	3	9.4	6	18.8	8	25.0

Table 22A

FACTORS CONSIDERED WHEN HIRING VOCATIONAL GUIDANCE PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Occupational Experience in Education										
Upper 1/3	9	5.1	5	2.8	19	10.8	38	21.6	105	59.7
Middle 1/3	4	3.7	5	4.7	19	17.8	44	41.1	35	32.7
Lower 1/3			2	3.7	14	25.9	18	33.3	20	37.0
TOTAL	13	3.8	12	3.5	52	15.3	101	29.8	161	47.5
Occupational Experience Not in Education										
Upper 1/3	6	3.4	8	4.5	24	13.6	37	21.0	101	57.4
Middle 1/3	2	1.9	7	6.7	29	27.8	39	37.1	28	26.7
Lower 1/3	4	7.4	4	7.4	14	25.9	20	37.0	12	22.2
TOTAL										
Academic Preparation										
Upper 1/3	5	2.9	5	2.9	32	18.3	45	25.7	88	50.3
Middle 1/3			8	7.5	27	25.5	39	36.8	32	30.2
Lower 1/3			1	1.9	14	26.4	24	45.3	14	26.4

Table 22A (continued)

FACTORS CONSIDERED WHEN HIRING VOCATIONAL GUIDANCE PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
TOTAL	6	1.8	14	4.2	73	21.7	108	32.0	136	40.4
College Hours Taken in Specialty Area										
Upper 1/3	4	2.3	9	5.1	29	16.6	51	29.1	82	46.9
Middle 1/3	4	3.8	5	4.8	28	26.7	39	37.1	29	27.6
Lower 1/3	1	1.9	2	3.8	10	19.2	29	55.8	10	19.2
TOTAL	9	2.7	16	4.8	67	20.1	120	35.9	122	36.5
College Hours Taken in Professional Education										
Upper 1/3	5	2.9	20	11.6	49	28.3	90	52.0	9	5.2
Middle 1/3	2	2.0	15	14.7	47	46.1	28	27.5	10	9.8
Lower 1/3	2	4.2	6	12.5	24	50.0	13	27.1	3	6.3
TOTAL	9	2.8	42	12.9	120	36.9	131	40.3	23	7.1
Research and Publications										
Upper 1/3	34	19.5	37	21.3	27	15.5	70	40.2	6	3.4

Table 22A (continued)

FACTORS CONSIDERED WHEN HIRING VOCATIONAL GUIDANCE PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Other										
Upper 1/3	2	22.2	2	22.2	1	11.1	2	22.2	2	22.2
Middle 1/3	3	33.3			1	11.1	1	11.1	4	44.4
Lower 1/3			2	33.3			1	16.7	3	50.0
TOTAL	5	20.0	4	16.0	3	12.0	4	16.0	9	36.0

Table 22B

FACTORS FOR CONSIDERATION WHEN CONSIDERING HIRING NEW VOCATIONAL "IN-SCHOOL" INSTRUCTIONAL PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Occupational Experience in Education										
Upper 1/3	5	2.7	5	2.7	23	12.4	39	21.0	114	61.3
Middle 1/3	3	2.3	5	3.8	28	21.5	45	34.6	49	37.7
Lower 1/3	1	1.6	4	6.3	17	27.0	18	28.6	23	36.5
TOTAL	9	2.4	14	3.7	68	17.8	104	27.2	187	49.0
Occupational Experience Not in Education										
Upper 1/3	3	1.6	8	4.3	28	15.0	35	18.7	113	60.4
Middle 1/3	6	4.7	10	7.8	33	25.6	46	35.7	34	26.4
Lower 1/3	3	4.9	3	4.9	15	24.6	26	42.6	14	23.0
TOTAL	12	3.2	21	5.5	77	20.3	108	28.4	112	42.6
Academic Preparation										
Upper 1/3	4	2.1	8	4.3	32	17.1	111	59.4	32	17.1
Middle 1/3	2	1.5	4	3.1	30	22.9	62	47.3	33	25.2

Table 22B (continued)

FACTORS FOR CONSIDERATION WHEN CONSIDERING HIRING NEW VOCATIONAL "IN-SCHOOL" INSTRUCTIONAL PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Lower 1/3	1	1.6	2	3.3	14	23.0	25	41.0	19	31.1
TOTAL	7	1.8	14	3.7	76	19.9	198	52.0	86	22.6
College Hours Taken In Specialty Area										
Upper 1/3	5	2.7	4	2.2	16	8.7	115	62.5	44	23.9
Middle 1/3	2	1.5	6	4.6	16	12.3	65	50.0	41	31.5
Lower 1/3			2	3.3	11	18.3	31	51.7	16	26.7
TOTAL	7	1.9	12	3.2	43	11.4	212	56.2	103	27.3
College Hours Taken in Professional Education										
Upper 1/3	5	2.7	18	9.7	121	65.4	31	16.8	10	5.4
Middle 1/3	3	2.4	21	16.7	61	48.4	31	24.6	10	7.9
Lower 1/3	3	5.2	8	13.8	24	41.4	17	29.3	6	10.3
TOTAL	11	3.0	47	12.7	207	55.8	80	21.6	26	7.0
Research and Publications										
Upper 1/3	103	56.3	48	26.2	20	10.9	7	3.8	5	2.7

Table 22B (continued)

FACTORS FOR CONSIDERATION WHEN CONSIDERING HIRING NEW VOCATIONAL "IN-SCHOOL" INSTRUCTIONAL PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Middle 1/3	53	43.1	39	31.7	23	18.7	6	4.9	2	1.6
Lower 1/3	25	43.9	16	28.1	12	21.1	2	3.5	2	3.5
TOTAL	181	49.6	104	28.5	56	15.3	15	4.1	9	2.5
Evidence of "Excellence" in Performance										
Upper 1/3	10	5.4	2	1.1	4	2.2	77	41.8	91	49.5
Middle 1/3	5	3.9	4	3.1	8	6.3	35	27.3	76	59.4
Lower 1/3	1	1.7	3	5.1	7	11.9	12	20.3	36	61.0
TOTAL	16	4.3	9	2.4	19	5.1	125	33.4	205	54.8
Home Community of Candidate										
Upper 1/3	122	67.8	26	14.4	18	10.0	4	2.2	10	5.6
Middle 1/3	56	48.5	32	27.1	19	16.1	7	5.9	4	3.4
Lower 1/3	11	20.4	19	35.2	11	20.4	7	13.0	6	11.1
TOTAL	190	53.7	78	22.0	48	13.6	18	5.1	20	5.6

Table 22B (continued)

FACTORS FOR CONSIDERATION WHEN CONSIDERING HIRING NEW VOCATIONAL "IN-SCHOOL" INSTRUCTIONAL PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Other										
Upper 1/3	6	60.0			1	10.0	1	10.0	2	20.0
Middle 1/3	2	15.4			2	15.4	1	7.7	8	61.5
Lower 1/3			1	25.0	1	25.0	1	25.0	1	25.0
TOTAL	8	28.6	1	3.6	4	14.3	3	10.7	12	42.7

Table 22C

FACTORS CONSIDERED WHEN HIRING COOPERATIVE VOCATIONAL EDUCATION PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Occupational Experience in Education										
Upper 1/3	4	2.6	5	3.2	16	10.4	32	20.8	97	63.0
Middle 1/3	3	3.8	3	3.8	12	15.2	34	43.0	27	34.2
Lower 1/3	2	4.4	2	4.4	6	13.3	12	26.7	23	51.1
TOTAL	9	3.2	10	3.6	34	12.2	79	28.3	147	52.7
Occupational Experience Not in Education										
Upper 1/3	4	2.6	3	1.9	16	10.4	27	17.5	104	67.5
Middle 1/3			1	1.3	17	22.1	26	33.8	33	42.9
Upper 1/3	2	4.4	1	2.2	8	17.8	19	42.2	15	33.3
TOTAL	6	2.2	5	1.8	42	15.2	72	26.0	152	54.9
Academic Preparation										
Upper 1/3	2	1.3	5	3.3	30	19.6	98	64.1	18	11.8
Middle 1/3			2	2.6	29	37.2	31	39.7	16	20.5
Lower 1/3			2	4.5	11	25.0	20	45.5	11	25.0

Table 22C (continued)

FACTORS CONSIDERED WHEN HIRING COOPERATIVE VOCATIONAL EDUCATION PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
TOTAL	2	0.7	9	3.3	71	25.7	149	54.0	149	16.3
College Hours Taken in Specialty										
Upper 1/3	1	0.7	10	6.6	78	51.3	36	23.7	27	17.8
Middle 1/3	1	1.3	5	6.5	23	29.9	33	42.9	15	19.5
Lower 1/3			1	2.3	14	31.8	18	40.9	11	25.0
TOTAL	2	0.7	16	5.8	115	42.0	88	32.1	53	19.3
College Hours Taken in Professional Education										
Upper 1/3	2	1.3	17	11.3	106	70.2	20	13.2	6	4.0
Middle 1/3	3	4.0	8	10.7	41	54.7	20	26.7	3	4.0
Lower 1/3	1	2.3	8	18.6	20	46.5	10	23.3	4	9.3
TOTAL	6	2.2	34	12.6	167	61.9	50	18.5	13	4.8

Table 22C (continued)

FACTORS CONSIDERED WHEN HIRING COOPERATIVE VOCATIONAL EDUCATION PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
Research and Publications										
Upper 1/3	92	60.9	31	20.5	16	10.6	7	4.6	5	3.3
Middle 1/3	28	37.8	24	32.4	17	23.0	5	6.8		
Lower 1/3	13	31.7	16	39.0	6	14.6	4	9.8	2	4.9
TOTAL	133	49.8	72	27.0	39	14.6	16	6.0	7	2.6
Evidence of "Excellence" in Performance										
Upper 1/3	5	3.3	3	2.0	1	0.7	76	50.3	66	43.7
Middle 1/3			1	1.3	7	9.1	22	28.6	47	61.0
Lower 1/3	2	5.0	1	2.5	4	10.0	8	20.0	25	62.5
TOTAL	7	2.6	5	1.9	12	4.5	107	39.8	138	51.3
Home Community of Candidate										
Upper 1/3	100	67.1	16	10.7	17	11.4	8	5.4	8	5.4
Middle 1/3	22	34.4	17	26.6	11	17.2	9	14.1	5	7.8
Lower 1/3	7	16.7	12	28.6	9	21.4	5	11.9	9	21.4

Table 22C (continued)

FACTORS CONSIDERED WHEN HIRING COOPERATIVE VOCATIONAL EDUCATION PERSONNEL

Factor	Weighting									
	None		Some		Average		Above-Average		Much	
	N	%	N	%	N	%	N	%	N	%
TOTAL	129	50.4	46	18.0	37	14.5	22	8.6	22	8.6
Other										
Upper 1/3	3	50.0					1	25.0	1	25.0
Middle 1/3	3	3.0			1	10.0	2	20.0	4	40.0
Lower 1/3					3	60.0			2	40.0
TOTAL	5	26.3	4	21.1	3	15.8	5	36.8		

Table 23

ANTICIPATED SOURCES OF SECURING VOCATIONAL-TECHNICAL EDUCATION ADMINISTRATORS DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Teacher Education Institutions														
Upper 1/3	36	35.6	24	23.8	21	20.8	10	9.9	4	4.0	5	5.0	1	1.0
Middle 1/3	55	54.5	25	24.8	11	10.9	3	3.0	5	5.0	1	1.0	1	1.0
Lower 1/3	26	48.1	16	29.6	7	13.0	2	3.7	2	3.7	1	1.9		
TOTAL	119	45.9	66	25.4	39	15.1	15	5.8	11	4.2	7	2.7	2	.8
Hired Away From Another Educational Institution														
Upper 1/3	29	29.3	41	41.4	18	18.2	5	5.1	2	2.0	4	4.0		
Middle 1/3	20	22.7	41	46.6	20	22.7	6	6.8			1	1.1		
Lower 1/3	12	24.5	19	38.8	11	22.4	4	8.2	1	2.0	2	4.1		
TOTAL	62	26.1	102	42.9	49	20.6	15	6.3	3	1.3	7	2.9		
Hired Away From Local Business, Industry, Etc.														
Upper 1/3	8	9.9	12	14.8	22	27.2	22	27.2	13	16.0	4	4.9		
Middle 1/3	3	4.5	6	9.0	17	[illegible].4	22	32.8	12	17.9	7	10.4		
Lower 1/3	2	5.4	5	13.5	7	18.9	13	35.1	9	24.3	1	2.7		
TOTAL	13	7.0	23	12.3	47	25.1	58	31	34	18.2	12	6.4		

Table 23 (continued)

ANTICIPATED SOURCES OF SECURING VOCATIONAL-TECHNICAL EDUCATION ADMINISTRATORS DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Hired Away From Business, Industry Etc. Not Located Nearby														
Upper 1/3	9	11.8	4	5.3	12	15.8	17	22.4	20	26.3	10	13.2	4	5.3
Middle 1/3	1	1.6	6	9.7	15	24.2	9	14.5	22	35.5	9	14.5		
Lower 1/3			2	6.1	4	12.1	3	9.1	16	48.5	8	24.4		
TOTAL	10	5.8	12	6.9	31	17.9	30	17.3	59	34.1	27	15.6	4	2.3
Part-time Staff Member of Our Institution														
Upper 1/3	23	29.1	11	13.9	14	17.7	7	8.9	13	16.5	19	11.4	2	2.5
Middle 1/3	21	28.4	14	18.9	16	21.6	13	17.6	6	8.1	4	5.4		
Lower 1/3	10	27.8	9	25.0	6	16.7	6	16.7	3	8.3	2	5.6		
TOTAL	54	28.3	34	17.8	37	19.4	26	13.6	22	11.5	16	8.4	2	1.0

Table 23 (continued)

ANTICIPATED SOURCES OF SECURING VOCATIONAL-TECHNICAL EDUCATION ADMINISTRATORS DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Private Technical School														
Upper 1/3	9	12.9	5	7.1	12	17.1	7	10.0	10	14.3	24	34.3	3	4.3
Middle 1/3	1	1.9	1	1.9	3	5.6	8	14.8	11	20.4	28	51.9	2	3.7
Lower 1/3			1	3.7	8	29.6	4	14.8			12	44.4	2	7.4
TOTAL	10	6.5	7	4.6	23	15.0	19	12.4	22	14.4	65	42.5	7	4.6
Within Same Institution														
Upper 1/3	17	85.0	1	5.0	1	5.0			1	5.0				
Middle 1/3	2	28.6	1	14.3	2	28.6	1	14.3					1	14.3
Lower 1/3	4	57.1			1	14.3							2	28.6
TOTAL	23	67.6	2	5.9	4	11.8	1	2.9	1	2.9	3	8.8		

Table 23A

ANTICIPATED SOURCES OF SECURING VOCATIONAL GUIDANCE PERSONNEL DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Teacher Education Institutions														
Upper 1/3	111	62.4	35	19.7	23	12.9	3	1.7	4	2.2	2	1.1		
Middle 1/3	64	56.1	30	26.3	8	7.0	9	7.9	2	1.8			1	0.9
Lower 1/3	27	50.0	15	27.8	9	16.7	2	3.7			1	1.9		
TOTAL	204	58.5	81	23.2	40	11.5	14	4.0	6	1.7	3	0.9	1	0.3
Hired Away From Another Education Institution														
Upper 1/3	39	22.8	46	26.9	79	46.2	2	1.2	1	0.6	3	1.8	1	0.6
Middle 1/3	32	32.7	38	38.8	21	21.4	5	5.1	2	2.0				
Lower 1/3	16	32.7	22	44.9	6	12.2	4	8.2	1	2.0				
TOTAL	88	27.5	107	33.4	106	33	11	3.4	4	1.2	3	0.9	1	0.3
Hired Away From Local Business, Industry, Etc.														
Upper 1/3	3	2.1	12	8.4	27	18.9	79	55.2	20	14.0	2	1.4		
Middle 1/3	1	1.6	10	15.6	19	29.7	11	17.2	16	25.0	7	10.9		
Lower 1/3	1	2.9	4	11.8	11	32.4	10	29.4	6	17.6	2	5.9		
TOTAL	5	2.1	26	10.7	58	23.9	101	41.6	42	17.3	11	4.5		

Table 23A (continued)

ANTICIPATED SOURCES OF SECURING VOCATIONAL GUIDANCE PERSONNEL DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Hired Away From Business, Industry Etc. Not Located Nearby														
Upper 1/3	2	1.4	6	4.3	8	5.8	24	17.3	17	12.2	80	57.6	2	1.4
Middle 1/3	1	1.7	9	15.0	9	15.0	8	13.3	21	35.0	11	18.3	1	1.7
Lower 1/3			2	6.7	5	16.7	5	16.7	13	43.3	5	16.7		
TOTAL	3	1.3	17	7.4	22	9.5	38	16.5	52	22.5	96	41.6	3	1.3
Part-time Staff Member of Our Institution														
Upper 1/3	17	11.4	77	51.7	23	15.4	11	7.4	15	19.1	6	4.0		
Middle 1/3	17	21.0	20	24.7	28	34.6	5	6.2	8	9.9	2	2.5	1	1.2
Lower 1/3	8	24.2	7	21.2	8	24.2	6	18.2	3	9.1	1	3.0		
TOTAL	42	15.8	104	39.2	60	22.6	22	8.3	26	9.8	10	3.8	1	0.4

Table 23A (continued)

ANTICIPATED SOURCES OF SECURING VOCATIONAL GUIDANCE PERSONNEL DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Private Technical School														
Upper 1/3	2	1.5	3	2.3	10	7.6	16	12.1	71	53.8	29	22.0	1	0.8
Middle 1/3			7	12.1	6	10.3	13	22.4	7	12.1	25	43.1		
Lower 1/3					3	13.0	3	13.0	4	17.4	12	52.2	1	4.3
TOTAL	2	0.9	10	4.7	19	8.8	32	14.9	83	38.6	67	31.2	2	0.9
Within Same Institution														
Upper 1/3	7	77.8	2	22.2										
Middle 1/3	3	60.0	1	20.0	1	20.0								
Lower 1/3	3	75.0			1	25.0								
TOTAL	13	72.2	3	16.7	2	11.1								

Table 23B

ANTICIPATED SOURCES OF SECURING VOCATIONAL "IN-SCHOOL" INSTRUCTIONAL PERSONNEL DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Teacher Education Institutions														
Upper 1/3	73	38.4	90	47.4	11	5.8	6	3.2	4	2.1	5	2.6	1	0.5
Middle 1/3	86	65.6	30	22.9	7	5.3	3	2.3	3	2.3	2	1.5		
Lower 1/3	40	61.5	9	13.8	10	15.4	3	4.6	1	1.5	2	3.1		
TOTAL	201	51.7	129	33.2	28	7.2	13	3.3	8	2.1	9	2.3	1	0.3
Hired Away From Another Educational Institution														
Upper 1/3	33	18.0	59	32.2	82	44.8	3	1.6	4	2.2	2	1.1		
Middle 1/3	27	22.3	66	54.5	18	14.9	7	5.8	2	1.7	1	0.8		
Lower 1/3	15	26.8	27	48.2	7	12.5	3	5.4	2	3.6	2	3.6		
TOTAL	25	20.7	154	42.5	107	29.6	13	3.6	8	2.2	5	1.4		
Hired Away From Local Business, Industry, Etc.														
Upper 1/3	69	43.4	15	9.4	30	18.9	29	18.2	12	7.5	4	2.5		
Middle 1/3	6	6.5	10	10.9	36	39.1	14	15.2	18	19.6	8	8.7		
Lower 1/3			11	23.9	16	34.8	7	15.2	8	17.4	4	8.7		
TOTAL	25	25.1	36	12.0	83	27.8	51	17.1	38	12.7	16	5.4		

Table 23B (continued)

ANTICIPATED SOURCES OF SECURING VOCATIONAL "IN-SCHOOL" INSTRUCTIONAL PERSONNEL DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Hired Away From Business, Industry Etc. Not Located Nearby														
Upper 1/3	5	3.3	11	7.3	15	9.9	23	15.2	26	17.2	70	46.4	1	0.7
Middle 1/3	5	6.0	4	4.8	19	22.6	25	29.8	20	23.8	10	11.9	1	1.2
Lower 1/3	3	7.5	1	2.5	7	17.5	11	27.5	13	32.5	5	12.5		
TOTAL	14	5.1	16	5.8	41	14.8	59	21.3	60	21.7	85	30.7	2	0.7
Part-time Staff Member of Our Institution														
Upper 1/3	12	7.8	13	8.4	27	17.5	75	48.7	16	10.4	11	7.1		
Middle 1/3	13	14.8	17	19.3	28	31.8	10	11.4	16	18.2	4	4.5		
Lower 1/3	6	15.8	7	18.4	6	15.8	9	23.7	8	21.1	2	5.3		
TOTAL	31	11.0	37	13.1	62	22.0	94	33.3	40	14.2	18	6.4		

Table 23B (continued)

ANTICIPATED SOURCES OF SECURING VOCATIONAL "IN-SCHOOL" INSTRUCTIONAL PERSONNEL DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Private Technical School														
Upper 1/3	1	0.7	4	2.8	17	11.9	9	6.3	75	52.4	37	25.9		
Middle 1/3	2	2.9	5	7.4	8	11.8	15	22.1	7	10.3	31	45.6		
Lower 1/3	3	1.2	13	55.2	31	12.4	29	11.6	89	35.7	82	32.9	2	0.8
Within Same Institution														
Upper 1/3	3	42.9	2	28.6	1	14.3					1	14.3		
Middle 1/3			1	50.0							1	50.0		
Lower 1/3	2	50.0	1	25.0							1	25.0		
TOTAL	5	38.5	4	30.8	1	0.2					3	23.1		

Table 23C

ANTICIPATED SOURCES OF SECURING COOPERATIVE VOCATIONAL EDUCATION PERSONNEL DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Teacher Education Institutions														
Upper 1/3	41	26.3	27	17.3	78	50.0	3	1.9	7	4.5				
Middle 1/3	33	42.9	23	29.9	14	18.2	2	2.6	5	6.5				
Lower 1/3	20	46.5	10	23.3	9	20.9	2	4.7	2	4.7				
TOTAL	95	34.3	60	21.7	101	36.5	7	2.5	14	5.1				
Hired Away From Another Education Institution														
Upper 1/3	25	16.2	41	26.6	20	13.0	64	41.6	4	2.6				
Middle 1/3	13	18.1	35	48.6	18	25.0	6	8.3						
Lower 1/3	10	25.0	17	42.5	9	22.5	2	5.0	2	5.0				
TOTAL	48	18.0	94	35.2	47	17.6	72	27.0	6	2.2				
Hired Away From Local Business, Industry, Etc.														
Upper 1/3	9	6.6	8	5.8	25	18.2	27	19.7	66	48.2	2	1.5		
Middle 1/3	4	6.9	7	12.1	13	22.4	26	44.8	7	12.1	1	1.7		
Lower 1/3	1	3.0	8	24.2	14	42.4	8	24.2	2	6.1				
TOTAL	14	6.1	23	10.0	52	22.7	62	27.1	75	32.8	3	1.3		

Table 23C (continued)

ANTICIPATED SOURCES OF SECURING COOPERATIVE VOCATIONAL EDUCATION PERSONNEL DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Hired Away From Business, Industry, Etc. Not Located Nearby														
Upper 1/3	2	1.5	6	4.5	15	11.4	18	13.6	28	21.2	63	47.7		
Middle 1/3	3	5.6	3	5.6	9	16.7	13	24.1	23	42.6	3	5.6		
Lower 1/3			1	4.0	3	12.0	11	44.0	10	40.0				
TOTAL	5	2.4	10	4.7	27	12.7	52	19.8	62	29.2	66	31.1		
Part-time Staff Member of Our Institution														
Upper 1/3	21	15.2	72	52.2	14	10.1	13	9.4	16	11.6	2	1.4		
Middle 1/3	23	38.3	12	20.0	12	20.0	3	5.0	10	16.7				
Lower 1/3	12	38.7	6	19.4	1	3.2	3	3	9.7	9	29.0			
TOTAL	56	24.3	90	39.1	28	12.2	19	8.3	35	15.2	2	0.9		

Table 23C (continued)

ANTICIPATED SOURCES OF SECURING COOPERATIVE VOCATIONAL EDUCATION PERSONNEL DURING THE NEXT FIVE YEARS

Source	Order of Preference													
	1st		2nd		3rd		4th		5th		6th		7th	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Private Technical School														
Upper 1/3														
Middle 1/3														
Lower 1/3														
TOTAL														
Within Same Institution														
Upper 1/3	67	95.7	1	1.4					1	1.4	1	1.4		
Middle 1/3	2	50.0	1	25.0					1	25.0				
Lower 1/3	1	20.0			1	20.0	1	20.0			2	40.0		
TOTAL	70	88.6	2	2.5	1	1.3	1	1.3	2	2.5	3	3.8		

Table 24

REASONS THAT TEACHER-EDUCATION INSTITUTION WAS LISTED IN ORDER OF PREFERENCE THAT IT WAS FOR RECRUITMENT OF VOCATIONAL PERSONNEL

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Secure Experienced Personnel From Other Institutions or Promote From Within								
Vocational Administrators	110	69.2	27	29.0	19	35.8	156	50.6
Vocational Guidance	102	60.0	31	31.3	16	37.2	149	47.5
"In-School" Instructional	32	26.9	26	25.0	12	24.5	71	25.8
Cooperative Vocational	91	61.9	27	46.6	11	31.4	129	53.5
Best Source of Quality Personnel								
Vocational Administrators	25	15.7	38	40.9	17	32.1	82	26.6
Vocational Guidance	44	25.9	45	45.5	16	37.2	106	33.8
"In-School" Instructional	64	53.8	52	50.0	19	38.8	137	49.8
Cooperative	37	25.2	21	36.2	15	42.9	74	30.7

Table 24 (continued)

REASONS THAT TEACHER-EDUCATION INSTITUTION WAS LISTED IN ORDER OF PREFERENCE THAT IT WAS FOR RECRUITMENT OF VOCATIONAL PERSONNEL

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Best source Next to Local Promotior								
Vocational Administrators	3	1.9	5	5.4	5	9.4	13	4.2
Vocational Guidance	7	4.1	4	4.0	3	7.0	14	4.5
"In-School" Instructional	3	2.5	2	1.9	4	8.2	9	3.3
Cooperative Vocational	7	4.8	5	8.6	3	8.6	15	6.2
Convenience								
Vocational Administrators	11	6.9	13	14.0	4	7.5	29	9.4
Vocational Guidance	6	3.5	5	5.1	2	4.7	14	4.5
"In-School" Instructional	3	2.5	7	6.7	5	10.2	15	5.5
Cooperative Vocational	5	3.4			2	5.7	7	2.9

Table 25

REASONS THAT TEACHER-EDUCATION INSTITUTION WAS LISTED IN ORDER OF PREFERENCE THAT IT WAS FOR RECRUITMENT OF VOCATIONAL PERSONNEL

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Helps Assure That Staff Meets Certificate Requirements								
Vocational Administrators	2	1.3	6	6.5	5	9.4	13	4.2
Vocational Guidance	4	2.4	6	6.1	2	4.7	12	3.8
"In-School" Instructional	6	5.0	11	10.6	4	8.2	21	7.6
Cooperative Vocational	2	1.4	3	5.2	1	2.9	6	2.5
Distribute Notices of Job Openings Widely								
Vocational Administrators	2	1.3					2	0.6
Vocational Guidance	1	.06	1	1.0			2	0.6
"In-School" Instructional	1	0.8	1	1.0			2	0.7
Cooperative Vocational							1	0.4

Table 25 (continued)

REASONS THAT TEACHER-EDUCATION INSTITUTION WAS LISTED IN ORDER OF PREFERENCE THAT IT WAS FOR RECRUITMENT OF VOCATIONAL PERSONNEL

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Questions Training For Vocational Personnel								
Vocational Administrators	5	3.1	2	2.2	2	3.8	9	2.9
Vocational Guidance	3	1.8	3	3.0	3	7.0	9	2.9
"In-Service" Instructional	7	5.9	1	1.0	1	2.0	9	3.3
Cooperative Vocational	4	2.7	1	1.7			5	2.1

Table 26

WERE TEACHER EDUCATION INSTITUTIONS CONTACTED

WHEN TRYING TO SECURE FULL-TIME VOCATIONAL-TECHNICAL EDUCATION PERSONNEL

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Vocational Administrators								
Yes	31	20.4	35	39.3	13	28.9	80	27.8
No	121	79.6	52	58.4	32	71.1	206	71.5
Guidance Personnel								
Yes	120	72.3	53	52.0	18	37.5	194	60.8
No	46	27.7	47	46.1	29	60.4	122	38.2
"In-School" Instructional								
Yes	166	88.3	108	89.3	42	71.2	318	85.9
No	22	11.7	11	9.1	16	27.1	49	13.2

Table 26 (continued)

WERE TEACHER EDUCATION INSTITUTIONS CONTACTED

WHEN TRYING TO SECURE FULL-TIME VOCATIONAL-TECHNICAL EDUCATION PERSONNEL

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Cooperative Vocational								
Yes	53	35.1	34	47.2	17	42.5	104	39.4
No	97	64.2	37	51.4	22	55.0	157	59.5

Table 27

EXPERIENCES RESULTING FROM CONTACTS WITH

TEACHER-EDUCATION INSTITUTIONS

Experience Resulting From Contact	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Positive								
Vocational Administrators	14	63.6	15	75.0	4	57.1	33	67.3
Vocational Guidance	105	93.8	40	76.9	13	81.3	160	87.9
"In-School" Instructional	139	90.8	80	84.2	32	84.2	253	87.8
Cooperative Vocational	41	77.4	23	82.1	13	68.4	77	76.2
Little or No Service								
Vocational Administrators	1	4.5	2	10.0			3	6.1
Vocational Guidance	3	2.7	3	5.8	1	6.3	7	3.8
"In-School" Instructional	5	3.3	5	5.3	2	5.3	12	4.2
Cooperative Vocational	5	9.4	2	7.1	2	10.5	10	9.9

Table 27 (continued)

EXPERIENCES RESULTING FROM CONTACTS WITH

TEACHER-EDUCATION INSTITUTIONS

Experience Resulting From Contact	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Candidate Not Qualified								
Vocational Administrators	5	22.7	2	10.0	3	42.9	10	20.4
Vocational Guidance	4	3.6	3	5.8	1	6.3	8	4.4
"In-School" Instructional	4	2.6	5	5.3	1	2.6	10	3.5
Cooperative Vocational	5	9.4	1	3.6	1	5.3	7	6.9

Table 28

REASONS WHY TEACHER-EDUCATION INSTITUTIONS NOT CONTACTED

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Promoted From Within								
Vocational Administrators	89	87.3	13	56.5	12	63.2	114	78.6
Vocational Guidance	20	47.6	19	11.7	11	44.0	50	48.1
"In-School" Instructional	3	16.7	5	45.5	2	16.7	10	24.4
Cooperative Vocational	81	88.0	21	72.4	10	55.6	112	80.6
Have Not Hired								
Vocational Administrators	7	6.9	5	21.7	5	26.3	17	11.7
Vocational Guidance	11	26.2	11	29.7	10	40.0	32	30.8
"In-School" Instructional	8	44.4			3	25.0	11	26.8
Cooperative Vocational	7	7.6	6	20.7	6	33.3	19	13.7

Table 28 (continued)

REASONS WHY TEACHER-EDUCATION INSTITUTIONS NOT CONTACTED

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Experienced Personnel From Other Institutions Hired								
Vocational Administrators	4	3.9	3	13.0	1	5.3	8	5.5
Vocational Guidance	3	7.1	1	2.7			4	3.8
"In-School" Instructional	1	5.6			2	16.7	3	7.3
Cooperative	81	88.0	2	6.9	1	5.6	4	2.9
Did Not Hire								
Vocational Administrators			1	4.3			2	1.4
Vocational Guidance	3	7.1	2	5.4	2	8.0	7	6.7
"In-School" Instructional	2	11.1	2	18.2	1	8.3	5	12.2
Cooperative	1	1.1					1	0.7

Table 28 (continued)

REASONS WHY TEACHER-EDUCATION INSTITUTIONS NOT CONTACTED

	UPPER 1/3 OF STATE		MIDDLE 1/3 OF STATE		LOWER 1/3 OF STATE		TOTAL	
	N	%	N	%	N	%	N	%
Had Plenty of Applicants								
Vocational Administrators	2	2.0	1	4.3	1	5.3	4	2.8
Vocational Guidance	5	11.9	1	2.7	2	8.0	8	7.7
"In-School" Instructional	1	5.6	3	27.3	3	25.0	7	17.1
Cooperative Vocational	2	2.2			1	5.6	3	0.7

RECOMMENDED GOALS, OBJECTIVES AND STRATEGIES FOR IMPROVING OCCUPATIONAL EDUCATION PERSONNEL DEVELOPMENT PROGRAMS IN THE STATE OF ILLINOIS -- A SUBCOMMITTEE REPORT

Five major goals for improving Occupational Education Personnel Development Programs were identified as a result of analyzing both secondary and primary data.

For each of the five goals recommended objectives and strategies were specified.

GOAL I — To improve the in-service and pre-service teacher-education programs in occupational education in the State of Illinois.

OBJECTIVES

I(A) Insure that all teacher-education programs are designed so that educational and occupational internships are an integral part of the professional development, programs of vocational administration, instructional guidance, and cooperative education personnel.

I(B) Facilitate the development of properly designed and implemented performance-based curriculums for the preparation of all types of occupational education personnel, i.e., administrators, instructional, guidance, and cooperative vocational.

I(C) Study the needs for and encourage teacher education institutions to participate in the development and offering of quality practicums, workshops, and conferences at times and in locations that are convenient for experienced occupational educators.

STRATEGIES

Near Term:

I(A)1. Beginning January 1, 1974, work cooperated with Division of Vocational-Technical Education to commission and fund the activities of a state-wide task force charged with the task of design, guidelines and alternative patterns of education and occupational internship experiences that could be appropriate for teacher education.

I(A)2. Require by January, 1976, that all vocational-technical teacher education programs have sizable educational and occupational internship-type activities, that are an integral part of the total professional development programs of vocational administration, instructional, guidance, and cooperative education personnel.

I(B)1. Beginning January 1, 1974, work cooperatively with Division of Vocational-Technical Education in coordinating and funding research development, and exemplary activities that will result in viable, competency-based teacher-education programs in occupational education.

I(B)2. Work cooperatively with Division of Vocational-Technical Education in conducting and funding workshops for teacher-education personnel in competency-based curricula.

I(C)1. Beginning January 1, 1974, work cooperatively with Division of Vocational-Education and teacher-education institutions in identifying areas in which practicums, workshops, and conferences should be offered in designing a system so that teacher-education institutions have the needed information and resources available so that they can be responsive to the needs of all types of occupational education personnel.

I(C)2. By July, 1975, implement and fund a state-wide system of in-service teacher-education that includes practicums, workshops, and conferences for all types of occupational education personnel, so in-service activities are readily accessible to all personnel and include a built-in short and long-term evaluation process.

Long Term:

I(A) Work with Division of Vocational-Technical Education to design a system for evaluating teacher-education programs in occupational education. Pilot-designed system beginning September, 1976.

I(B) Work with Division of Vocational-Technical Education to implement and fund a complete competency-based teacher-education curricula system in three institutions with comprehensive occupational teacher-education programs beginning September, 1976. This system should include both in-service and pre-service components.

I(C) Work with Division of Vocational-Technical Education to provide information system so that the in-service needs of occupational education personnel are clearly identified. Information system should be operational by September, 1976.

GOAL II — To develop a system for evaluating occupational personnel performance on the job.

OBJECTIVE II — To develop techniques of evaluation and practices and procedures whereby evaluative techniques can be implemented effectively in the local education institutions.

STRATEGIES II

Near Term:

By 1974 work with teacher-education institutions, and state agencies, local educational institutions, and occupational education personnel to explore a systematic procedure whereby on the job performance can be evaluated.

1. Determine those competencies required for occupational administrators, instructional, guidance, cooperative vocational education, para-professional, etc.

2. Develop a system and procedure which could be used in the assessment of job performance.

Long Term:

By 1980 have a systematic state-wide evaluation system to evaluate on the job performance of all types of occupational education personnel.

GOAL III — To improve the techniques of recruitment of occupational education personnel used by local educational institutions.

OJBECTIVE III — To provide a systematic method whereby local educational institutions can secure information for potential occupational education personnel to fill new or vacant positions.

STRATEGIES III(A) — Beginning January, 1974, work with teacher education institutions, local educational institutions and the Division of Vocational-Technical Education to develop, plan and promote a coordinated clearing house which would assist local institutions in recruiting occupational personnel.

1. Review with local institutions their assessment of current recruitment techniques utilized and those techniques which could be implemented.

2. Review with teacher-education institutions the placement services currently provided for occupational education personnel and those services which should be provided in the future.

3. Review how potential and currently employed occupational education personnel seek positions in occupational education.

III(B) — Beginning January, 1974, work with Division of Vocational-Technical Education, teacher-education institutions, and local education institutions to develop a coordinated state-wide placement service for occupational education personnel to assist local institutions with long term staff recruitment.

GOAL IV		To increase the proportion and amount of resources devoted to in-service teacher-education programs in occupational education.
OBJECTIVE	IV	Provide various types and forms of in-service training which is readily available to all types of occupational education personnel.
STRATEGIES	IV(A)	Beginning January, 1974, work with teacher-education institutions, local education institutions, and the Division of Vocational-Technical Education to develop, plan, and implement a state-wide coordinated, comprehensive in-service teacher-education program that would enable each occupational educator and institution to be serviced by the closest possible teacher-education institution.
	IV(B)	Beginning January, 1974, work with Bureau of Budget and other state and federal agencies to secure funds so that the comprehensive in-service program for occupational education personnel can become a reality.

GOAL V

To improve the master plan for occupational education in the State of Illinois.

OBJECTIVE V

To provide a coordinated occupational education master plan for the utilization of human resources in the State of Illinois by January, 1976.

STRATEGIES V

Near Term:

Beginning working with Division of Vocational-Technical Education and all educational and other potentially involved agencies who might be involved to see if the Division of Vocational-Technical Education could be the central core of the network that would help to define those areas of responsibility. It would appear that those functions which should be included in the responsibilities of the 4-year teacher-education institutions might be as follows:

1. Offer BS, MS, CAS, Ed.D., and other advanced degrees.

2. Offer 4-year technology, engineering, business, health, and other such programs of a technical nature which are more than two years in length, and offer relevant technical courses for occupational education personnel.

3. Provide the essential elements of the teaching-learning process such as methodology of teaching, guidance and counseling, administration, etc.

4. Serve as institutions through which teacher, administrator, and guidance and counseling certification can be acquired.

5. Serve as a center for instructional learning resources and research.

Industry on the other hand could perhaps best provide the necessary occupational work experience for instructional personnel, source of personnel, internship technical expertise and serve as a resource for curricula content.

The community colleges can perhaps best provide the first two years in an occupational field, internships and student teaching experiences, training para-professionals and provide similar essential services. The community colleges as well as the 4-year institutions can provide the first two years of general education.

The Division of Vocational-Technical Education might best provide the evaluation of occupational offerings, financial situations, supervision of certification and placement of occupational personnel, centralized data bank for information on student enrollment, number and composition of occupational personnel, curricula offerings, supply and demand of occupational personnel, etc. The Division of Vocational-Technical Education would be the central source of data for decision making for occupational education.

Long Term:

Work with the Division of Vocational-Technical Education, educational institutions, and other potentially involved agencies so that by January, 1976, a master plan for occupational education will become a reality.

APPENDICES

APPENDIX A

ILLINOIS BOARD OF HIGHER EDUCATION AND
STATE OF ILLINOIS ADVISORY COUNCIL ON VOCATIONAL EDUCATION
STUDY COMMITTEE FOR OCCUPATIONAL TEACHER EDUCATION

STATE OF ILLINOIS VOCATIONAL EDUCATION PERSONNEL SURVEY

Please circle one code number for each question unless instructed otherwise.

Office Code Column Cards 1-4

1. Name of educational institution _____ 1-3

2. Type of institution(s).

comprehensive high school. 1
area vocational center . . . . . .2 — 4
community college. 3

3. Type of community in which institution(s) is located.

urban 1
suburban. . . . . 2 — 5
rural 3

4. Location of institution(s).

upper 1/3 of state 1
middle 1/3 of state. . . . . .2 — 6
lower 1/3 of state 3

5. What is the full-time-equivalent vocational education enrollment of your school?

Less then 250 1
250-749 2
749-1,499 3
1,500-2,999 . . . . . 4 — 7
3,000-4,999 5
5,000-9,999 6
10,000-14,999 7
15,000 or more. 8

6. Number of vocational education personnel currently employed as of April 1, 1973.

	FULL-TIME POSITIONS (50% OR MORE)		PART-TIME POSITIONS (50% OR LESS)	
Administrative Personnel Vocational	_____	8-9	_____	10-11
Guidance Personnel	_____	12-13	_____	14-15
Instructional Personnel	_____	16-17	_____	17-18
Industrial Oriented	_____	19-20	_____	21-22
Health	_____	23-24	_____	24-25
Applied Biological and Agriculture	_____	26-27	_____	28-29
Personal and Public Service (includes home economics, etc.)	_____	30-31	_____	32-33
Business, Office, and Management	_____	34-35	_____	36-37
Marketing, Distribution and Management	_____	38-39	_____	40-41
Cooperative Vocational Education Personnel	_____	42-43	_____	44-45

7. Total number of vocational education personnel hired on a full-time basis the past three years.

	ADDITIONS		REPLACEMENTS	
Administrative Personnel	_____	46-47	_____	48-49
Vocational Guidance Personnel	_____	50-51	_____	52-53
Instructional Personnel	_____	54-55	_____	56-57
Industrial Oriented	_____	58-59	_____	60-61
Health	_____	62-63	_____	64-65
Applied Biological and Agriculture	_____	66-67	_____	68-69
Personnel and Public Service (includes home economics, etc.)	_____	70-71	_____	72-73
Business, Office, and Management	_____	74-75	_____	76-77
Marketing, Distribution, and Management	_____	78-79	_____	4-5 (Card 2)
Cooperative Vocational Education Personnel	_____	6-7	_____	8-9

8. Number of vocational education personnel hired during the past three years that lived within commuting distance of your educational institution prior to your employing them on a full-time basis.

	ADDITIONS		REPLACEMENTS	
Administrative Personnel	_____	10-11	_____	12-13
Vocational Guidance Personnel	_____	14-15	_____	16-17
Instructional Personnel	_____	18-19	_____	20-21
Industrial Oriented	_____	22-23	_____	24-25
Health	_____	26-27	_____	28-29
Applied Biological and Agriculture	_____	30-31	_____	32-33
Personal and Public Service (includes home economics, etc.)	_____	34-36	_____	37-38
Business, Office, and Management	_____	39-40	_____	41-42
Marketing, Distribution, and Management	_____	43-44	_____	45-46
Cooperative Vocational Education Personnel	_____	47-48	_____	49-50

9. Anticipated employment of vocational education personnel during the next five years.

	ADDITIONS		REPLACEMENTS	
	Full-Time Positions	Part-Time Positions	Full-Time Positions	Part-Time Positions
Administrative Personnel	_____ 51-52	_____ 53-54	_____ 55-56	_____ 57-58
Vocational Guidance Personnel	_____ 59-60	_____ 61-62	_____ 63-64	_____ 65-66
Instructional Personnel	_____ 67-68	_____ 69-70	_____ 71-72	_____ 73-74
Industrial Oriented	_____ 75-76	_____ 77-78	_____ 4-5 (Card 3)	_____ 6-7
Health	_____ 8-9	_____ 10-11	_____ 12-13	_____ 14-15
Applied Biological and Agriculture	_____ 16-17	_____ 18-19	_____ 20-21	_____ 22-23

CONTINUED ON NEXT PAGE

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	ADDITIONS		REPLACEMENTS	
	Full-Time Positions	Part-Time Positions	Full-Time Positions	Part-Time Positions
Personal and Public Service (includes home economics, etc.)	_____24-25	_____26-27	_____28-29	_____30-31
Business, Office, and Management	_____32-33	_____34-35	_____36-37	_____38-39
Marketing, Distribution, and Management	_____40-41	_____42-43	_____44-45	_____46-47
Cooperative Vocational Education Personnel	_____48-49	_____50-51	_____52-53	_____54-55

IMPORTANT NOTE: PLEASE PROVIDE INFORMATION ONLY ON THOSE TYPES OF VOCATIONAL EDUCATION PERSONNEL THAT YOUR INSTITUTION ANTICIPATES EMPLOYING ON A FULL-TIME BASIS DURING THE NEXT FIVE YEARS.

A. ADMINISTRATIVE PERSONNEL

10. Based on your past experiences please list in order of preference (1, 2, 3, etc.) the sources of securing full-time vocational education administrators that your institution will most likely use during the next five year period. (Please place the number indicating your order of preference in the space provided.)

Office Code Column

Teacher Education Institutions. . . . . _____

Hired away from another education institution . . . . . _____

Hired awayfrom local business, industry, etc. . . . . _____

Hired away from business, industry, etc. not located nearby. . . . . _____ 56

Part-time staff member of our institution . . . . . _____

Private Technical Schools . . . . . _____

Other, please specify_____

11. Please briefly indicate why you listed Teacher Education Institution in the order of preference that you did.

_____

_____ 57-58

_____

_____

12. Did you contact a Teacher Education Institution in the State of Illinois when trying to employ full-time vocational education administrators? (Please circle number)

YES. . . . . (1)
NO . . . . . (2)

A. If YES please describe the results of your contacts._____

_____ 59

B. If answer is NO please indicate why you didn't._____

_____

CONTINUED ON NEXT PAGE

140

13. How much weight is placed on the following factors by you and your institution when considering hiring new vocational administrators? (Please circle one number on each line)

	No Weight				Much Weight	
Occupational experience in education	1	2	3	4	5	
Occupational experience not in education . .	1	2	3	4	5	
Academic preparation	1	2	3	4	5	
College hours taken in specialty area. . . .	1	2	3	4	5	
College hours taken in professional education	1	2	3	4	5	64-73
Research and publications.	1	2	3	4	5	
Evidence of "excellence" in performance of job. . . .	1	2	3	4	5	
Whether this is home community of candidate.	1	2	3	4	5	
Other (specify)_____. . .	1	2	3	4	5	

14. What percentage of the full-time vocational administrative personnel you anticipate hiring during the next five years do you believe will live within commuting distance of your educational institution when they are hired?_____Why?_____ 74-75 76-77

_____

_____

_____

15. Please list the recommendations that you have that if implemented you feel would improve the pre-service and in-service for Vocational Administrative Teacher Education Programs in the state of Illinois.

_____

_____ 78-79

_____

_____

B. VOCATIONAL GUIDANCE PERSONNEL

16. Based on your past experiences please list in order of preference (1, 2, 3, etc.) the sources of securing full-time vocational guidance personnel that your institution will most likely use during the next five year period. (please place the number indicating your order of preference in the space provided)

Teacher Education Institutions. . . . . _____ CARD 3 4

Hired away from another education institution . . . . . _____

Hired away from local business, industry, etc. . . . . _____

Hired away from business, industry, etc. not located nearby . . . . _____

Part-time staff member of our institution . . . . . _____

Private Technical Schools . . . . . _____

Other, please specify_____

17. Please briefly indicate why you listed Teacher Education Institution in the order of preference that you did.

_____

_____ 5-6

_____

_____

CONTINUED ON NEXT PAGE

18. Did you contact a Teacher Education Institution in the State of Illinois when trying to employ vocational guidance personnel? (Please circle number)

YES . . . . . .(1)
NO . . . . . .(2)

7

A. If YES please describe the results of your contacts._____ 8-9 10-11

_____

_____

B. If answer is NO please indicate why you didn't._____

_____

_____

19. How much weight is placed on the following factors by you and your institution when considering hiring new vocational guidance personnel? (Please circle one number on each line)

	No Weight				Much Weight	
Occupational experience in education.	1	2	3	4	5	
Occupational experience not in education. . .	1	2	3	4	5	
Academic preparation.	1	2	3	4	5	
College hours taken in specialty area	1	2	3	4	5	12-21
College hours taken in professional education	1	2	3	4	5	
Research and publications	1	2	3	4	5	
Evidence of "excellence" in performance of job . . .	1	2	3	4	5	
Whether this is home community of candidate . . .	1	2	3	4	5	
Other (specify)_____ . . .	1	2	3	4	5	

20. What percentage of the full-time vocational guidance personnel you anticipate hiring during the next five years do you believe will live within commuting distance of your educational institution when they are hired?_____Why?___

_____ 22-23 24-25

_____

_____

21. Please list the recommendations that you have that if implemented you feel would improve the pre-service and in-service for Vocational Guidance Teacher Education Programs in the state of Illinois.

_____

_____ 26-27

_____

_____

C. VOCATIONAL EDUCATION PERSONNEL FOR "IN-SCHOOL" TYPE PROGRAMS

(I.E., INDUSTRIAL ORIENTED, HEALTH, APPLIED BIOLOGICAL AND AGRICULTURE, PERSONAL AND PUBLIC SERVICE, BUSINESS, OFFICE AND MANAGEMENT, MARKETING, DISTRIBUTION AND MANAGEMENT)

OFFICE CODE COLUMN

22. Based on your past experiences please list in order of preference (1, 2, 3, etc.) the sources of securing full-time vocational education personnel for "In-School" type programs that your institution will most likely use during the next five year period. (Please place the number indicating your order of preference in the space provided)

Teacher Education Institutions . . . . . _____

Hired away from another education institution. . . . . _____

Hired away from local business, industry, etc. . . . . _____ 28

Hired away from business, industry, etc. not located nearby. . . . _____

Part-time staff member of our institution. . . . . _____

Private Technical Schools. . . . . _____

Other, please specify_____

23. Please briefly indicate why you listed Teacher Education Institution in the order of preference that you did.

_____

_____ 29-30

_____

_____

24. Did you contact a Teacher Education Institution in the State of Illinois when trying to employ vocational education personnel for "In-School" type programs? (Please circle Number)

YES. . . . . (1) 31
NO . . . . . (2) 32-33
34-35

A. If YES please describe the results of your contacts._____

_____

_____

B. If answer is NO please indicate why you didn't._____

_____

_____

25. How much weight is placed on the following factors by you and your institution when considering hiring new vocational education personnel for "In-School" type programs? (Please circle one number on each line)

	NO Weight				Much Weight	
Occupational experience in education.	1	2	3	4	5	36-45
Occupational experience not in education. . .	1	2	3	4	5	
Academic preparation.	1	2	3	4	5	
College hours taken in specialty area	1	2	3	4	5	
College hours taken in professional education	1	2	3	4	5	
Research and publications	1	2	3	4	5	
Evidence of "excellence" in performance of job . . .	1	2	3	4	5	
Whether this is home community of candidate . . .	1	2	3	4	5	
Other (specify)_____ . . .	1	2	3	4	5	

CONTINUED ON NEXT PAGE

26. What percentage of the full-time vocational education personnel for "In-School" type programs you anticipate hiring during the next five years do you believe will live within commuting distance of your educational institution when they are hired?_____Why?_____

_____ 46-47
48-49

_____

_____

27. Please list the recommendations that you have that if implemented you feel would improve the pre-service and in-service for Vocational Education "In-School" type program in the state of Illinois.

_____

_____ 50-51

_____

_____

D. COOPERATIVE VOCATIONAL EDUCATION PERSONNEL

28. Based on your past experiences please list in order of preference (1, 2, 3, etc.) the sources of securing full-time cooperative vocational education personnel that your institution will most likely use during the next five year period. (Please place the number indicating your order of preference in the space provided)

Teacher Education Institutions. . . . . _____

Hired away from another education institution . . . . . _____ 52

Hired away from local business, industry, etc. . . . . _____

Hired away from business, industry, etc. not located nearby . . _____

Part-time staff member of our institution . . . . . _____

Other, please specify_____

29. Please briefly indicate why you listed Teacher Education Institution in the order of preference that you did.

_____ 53-54

_____

_____

_____

30. Did you contact a Teacher Education Institution in the State of Illinois when trying to employ cooperative vocational education personnel? (Please circle Number)

YES. . . . . .(1)
NO . . . . . .(2)

A. If YES please describe the results of your contacts._____ 55

_____ 56-57
58-59

_____

B. If answer is NO please indicate why you didn't._____

_____

_____

CONTINUED ON NEXT PAGE

31. How much weight is placed on the following factors by you and your institution when considering hiring new cooperative vocational education personnel? (Please circle one number on each line)

	No Weight				Much Weight	
Occupational experience in education.	1	2	3	4	5	
Occupational experience not in education. . .	1	2	3	4	5	
Academic preparation.	1	2	3	4	5	
College hours taken in speciality area. . . .	1	2	3	4	5	60-69
College hours taken in professional education	1	2	3	4	5	
Research and publications	1	2	3	4	5	
Evidence of "excellence" in performance of job . . .	1	2	3	4	5	
Whether this is home community of candidate . . .	1	2	3	4	5	
Other (specify)_____ . . .	1	2	3	4	5	

32. What percentage of the full-time cooperative vocational education personnel you anticipate hiring during the next five years do you believe will live within commuting distance of your educational institution when they are hired?_____Why?_____

_____ 70-71
72-73

_____

_____

33. Please list the recommendations that you have that if implemented you feel would improve the pre-service and in-service for Cooperative Vocational Education Programs in the state of Illinois.

_____

_____ 74

_____

Thank you,

Please return in the enclosed, stamped and addressed envelope to:

Dr. E. Edward Harris
Wirtz Hall
Northern Illinois University
DeKalb, IL 60115

STATE OF ILLINOIS
ADVISORY COUNCIL ON VOCATIONAL EDUCATION
Suite 575, Lincoln Tower Plaza
524 South Second Street
SPRINGFIELD, ILLINOIS 62706
PHONE 217-525-2892

WILLIAM E. NAGEL
EXECUTIVE DIRECTOR

April 6, 1973

Dear Illinois Educators:

A joint Illinois Board of Higher Education and Illinois Advisory Council on Vocational Education Committee has been charged with the task of recommending a plan to improve the delivery system for the preparation of occupational education personnel. The committee needs your help to provide data that will facilitate their efforts.

Enclosed you will find forms for you to provide information about your actual practices in hiring various types of occupational education personnel during the past three years and your projected needs and preferences for personnel the next five years. The forms should be completed by individuals involved in hiring personnel and in administering your Vocational and Technical Education Programs.

You will see that we have attempted to keep the information requested to a minimum. If by chance you don't have nor plan to have any vocational instructional personnel, please return this form with note indicating this. May we please hear from you by April 16, 1973. You can be assured that only group data and not individual school information will be utilized. We are counting on you for the 100% response which is so essential for this project.

Respectfully,

Study Committee - Preparation of Teachers
for Occupational Education

Mr. Jerry S. Dobrovolny
Dr. Edward T. Anderson
Mr. William Reynolds
Mr. Joseph J. Dixon
Dr. Rupert N. Evans
Dr. E. Edward Harris
Mr. Vernon A. Magnesen
Dr. John O'Dell
Miss Mary Jo Oldham
Dr. Ronald W. Stadt
Mr. William Appelgate
Mrs. Kathleen Arns
Dr. JoAnn Harris
Mr. H. H. Katz
Dr. Alban Reid
Mr. John Swalec

APPENDIX C

SECONDARY SCHOOLS RESPONDING

NAME OF SCHOOL	LOCATION	ENROLLMENT
Alwood Community Unit District 225	Alpha	249
*Altamont Community Unit District 10	Altamont	280
Annawan Community Unit District 226	Annawan	241
Antioch Community High School District 117	Antioch	1,377
Arcola Community Unit District 306	Arcola	313
Oreana Community Unit District 1	Argenta	378
Argo Community High School District 217	Argo	1,808
Armstrong Twp. High School District 225	Armstrong	166
Arthur Community Unit District 305	Arthur	217
Ashland Community Unit District 212	Ashland	157
Ashton Community Unit District 275	Ashton	180
Astoria Community Unit District 1A	Astoria	206
Aledo Community Unit District 201	Aledo	445
Abingdon Community Unit District 217	Abingdon	421
Edwards Co. Community Unit District 1	Albion	454
Atkinson Community Unit District 233	Atkinson	236
Aurburn Community Unit District 10	Auburn	276

SECONDARY SCHOOLS RESPONDING

NAME OF SCHOOL	LOCATION	ENROLLMENT
Aurora East High School District 131	Aurora	2,042
Aurora West High School District 129	Aurora	2,137
Bardolph Community High School	Bardolph	69
Barrington Cons. High School District 224	Barrington	2,747
Limestone Community High School District 310	Bartonville	1,651
Batavia Public School District 101	Batavia	793
Balyki Community Unit District 125	Bath	226
Beardstown Community Unit District 15	Beardstown	532
Beason Community High School District 405	Beason	73
Beecher City Community Unit District 20	Beecher City	163
Belleville Twp. High School District 201	Belleville	1,157
Bellflower Twp. High School District 311	Bellflower	89
Belvidere Community Unit District 100	Belvidere	1,578
Bement Community Unit District 5	Bement	230
Fenton Community High School District 100	Bensenville	1,786
Benton Cons. High School District 103	Benton	762
Bethalto Community Unit District 8	Bethalto	758

SECONDARY SCHOOLS RESPONDING

NAME OF SCHOOL	LOCATION	ENROLLMENT
Bethany Community Unit District 301	Bethany	233
Bloomington Public School District 87	Bloomington	2,089
Eisenhower Com. High School District 218	Blue Island	6,921
Blue Mound Community Unit District 10	Blue Mound	231
Webber Twp. High School District 204	Bluford	152
Bradford Twp. High School District 69	Bradford	179
Breese Community Unit District 2	Breese	274
Brimfield Community Unit District 309	Brimfield	206
Brussels Community High School District 37	Brussels	98
Wester Community Unit District 306	Buda	239
Tri-City Community Unit District 1	Buffalo	232
Bunker Hill Community Unit District 8	Bunker Hill	329
Central Community Unit District 301	Burlington	302
Prairie City Community Unit District 170	Bushnell	436
Byron Community Unit District 226	Byron	333
Cahokia Community Unit District 187	Cahokia	2,641
Cairo Community Unit	Cairo	404

SECONDARY SCHOOLS RESPONDING (page 4)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Thornton Fractional H.S. District 215	Calumet City	4,031
Cambridge Community Unit District 227	Cambridge	373
Carbondale Community H.S. District 165	Carbondale	1,201
Carlyle Community Unit District 1	Carlyle	469
Carmi Twp. High School District 110	Carmi	734
Dundee Community Unit District 300	Carpentersville	2,747
Stonefort Community Unit	Carrier Mills	183
Carrollton Community Unit District 1	Carrollton	383
Carterville Community Unit District 5	Carterville	367
Catlin Township High School District 230	Catlin	268
*Centralia Township High School District 200	Centralia	1,658
Champaign Community Unit District 4	Champaign	2,476
Charleston Community Unit District 1	Charleston	824
Chatsworth Community Unit District 1	Chatsworth	147
Chenoa Community Unit District 9	Chenoa	254
Chester Community Unit District 139	Chester	515
Bloom Twp. High School District 206	Chicago Heights	4,478
Chicago Public Schools	Chicago	121,938

SECONDARY SCHOOLS RESPONDING (page 5)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Illinois Valley Central Community Unit District 321	Chillicothe	973
J. Sterling Morton High School District 201	Cicero	6,891
Cissna Park Community Unit District 6	Cissna Park	195
Clinton Community Unit District 15	Clinton	739
Coal City Community Unit District 1	Coal City	401
Collinsville Community Unit District 10	Collinsville	1,612
Columbia Community Unit District 4	Columbia	505
Triopia Community Unit District 27	Concord	310
Coulterville Unit District District 1	Coulterville	117
Crete-Monee Community Unit District 201U	Crete	1,531
Crossville Community Unit District 2	Crossville	132
Crystal Lake Community H. S. District 155	Crystal Lake	3,155
Dahlgren Community High School District 97	Dahlgren	86
Dakota Community Unit District 201	Dakota	312
Danville Cons. High School District 118	Danville	2,325
Decatur Public School District 61	Decatur	5,300
DeKalb High School District 428	DeKalb	1,521

SECONDARY SCHOOLS RESPONDING (page 6)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Delavin Community Unit District 703	Delavin	279
Dixon Public School District 170	Dixon	1,499
Dongola Unit District District 66	Dongola	102
Downers Grove Com. High School District 99	Downers Grove	4,960
Dunlap Community Unit District 323	Dunlap	376
Dupo Community Unit District 196	Dupo	505
East Lynn Twp. High School District 222	East Lynn	61
United Twp. High School District 30	East Moline	3,159
Easton Community Unit District 121	Easton	61
East Peoria High School District 309	East Peoria	2,125
Edwardsville Community Unit District 7	Edwardsville	1,880
Effingham Community Unit District 40	Effingham	881
Eldorado Community Unit District 4	Eldorado	481
Elgin Public Schools District 46	Elgin	4,189
Elizabeth Community Unit District 208	Elizabeth	120
Tri-Valley Community Unit District 3	Ellsworth	311
Elmwood Park Community Unit District 401	Elmwood Park	1,212

SECONDARY SCHOOLS RESPONDING (page 7)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Elmwood Community Unit District 322	Elmwood	287
El Paso Community Unit District 375	El Paso	336
Erie Community Unit District 2	Erie	321
Evergreen Park Community H. S. District 231	Evergreen Park	1,721
Fairbury Community Unit District 3	Fairbury	403
Spoon River Community Unit District 4	Fairview	175
Fairfield Com. High School District 225	Fairfield	670
Farmer City Community Unit District 10	Farmer City	363
Findlay Community Unit District 2	Findlay	131
Fisher Community Unit District 1	Fisher	246
Oakwood Twp. High School District 221	Fithian	413
Flanagan Community Unit District 4	Flanagan	218
Forrest Community Unit District 2	Forrest	228
Forreston Community Unit District 221	Forreston	269
Grant Community High School District 124	Fox Lake	1,055
Leydon Community High School District 212	Franklin Park	4,383
Freeburg Community High School District 77	Freeburg	497

SECONDARY SCHOOLS RESPONDING (page 8)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Freeport Unit District 145	Freeport	1,552
Fulton Community High School District 306	Fulton	551
Galatia Community Unit District 1	Galatia	103
Galesburg Community Unit District 205	Galesburg	2,198
Galesburg Area Voc. Center	Galesburg	2,191
Galva Community Unit District 224	Galva	353
Gardners Wilmington H. S. District 73	Wilmington	278
Geneseo Community Unit District 228	Geneseo	923
Geneva Community Unit District 304	Geneva	889
Genoa-Kingston Com. Unit District 424	Genoa	496
Georgetown Twp. H. S. District 218	Georgetown	434
Gibson City Community Unit District 1	Gibson City	423
Gillespie Community Unit District 7	Gillespie	444
Gilman Community Unit District 2	Gilman	361
Girard Community Unit District 3	Girard	245
Illini Bluffs Community Unit District 327	Glasford	329
Glenbard Twp. High Schools District 87	Glen Ellyn	7,311

SECONDARY SCHOOLS RESPONDING (page 9)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Glenbrook Twp. High Schools District 225	Glenview	4,519
Pope County Community Unit District 1	Golconda	228
Granite City Community Unit District 9	Granite City	3,266
Putnam County Community Unit District 535	Granville	365
Grayslake Community High School District 127	Grayslake	943
Greenview Community Unit District 200	Greenview	107
Bond County Unit District 2	Greenville	748
Gridley Community Unit District 2	Gridley	152
Griggsville Community Unit District 4	Griggsville	162
Warren Twp. High School District 121	Gurnee	1,398
Hamilton Com. Cons. High School District 328	Hamilton	303
Calhoun Community Unit District 40	Hardin	285
Harrisburg Community Unit District 3	Harrisburg	820
Hartsburg Community Unit District 21	Hartsburg	132
Harvard Community Unit District 50	Harvard	646
Thornton Twp. High School District 205	Harvey	12,388
Herrick Community High School District 184	Herrick	184

SECONDARY SCHOOLS RESPONDING (page 10)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Herrin Community Unit District 4	Herrin	1,009
Herscher Community Unit District 2	Herscher	698
Heyworth Community Unit District 4	Heyworth	253
Highland Park Twp. High School District 113	Highland Park	5,097
Hillsboro Community Unit District 3	Hillsboro	805
Hinckley-Big Rock Com. Unit District 429	Hinckley	280
Hinsdale Twp. High School District 86	Hinsdale	4,093
Hoopeston Unit District District 4	Hoopeston	345
Huntley Cons. High School District 158	Huntley	220
Hutsonville Community Unit District 1	Hutsonville	153
Industry Community Unit District 165	Industry	136
Jacksonville Unit District 117	Jacksonville	1,106
Jerseyville Community Unit District 100	Jerseyville	974
Johnston City Community Unit District 1	Johnston City	382
* Joliet Twp. High School District 204	Joliet	6,483
Joppa Community High School District 21	Joppa	154
Westmer Community Unit District 203	Joy	313

SECONDARY SCHOOLS RESPONDING (page 11)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Kankakee Public Schools District 111	Kankakee	2,219
Kansas Community Unit District 3	Kansas	125
Kempton-Cabery Community Unit District 6	Kempton	172
Kewanee Community Unit District 229	Kewanee	924
Wethersfield Community Unit District 230	Kewanee	501
Kinmundy Community Unit District 301	Kinmundy	302
Hiawatha Community Unit District 426	Kirkland	232
Lyons Twp. High School District 204	LaGrange	5,105
Lake Forest Community H. S. District 115	Lake Forest	1,636
Lake Zurich Community H. S. District 95	Lake Zurich	554
Lamoille Community High School District 509	Lamoille	178
LaSalle-Peru Area Voc Center 541 Chartres Street	LaSalle	2,159
*Lawrenceville Twp High School District 71	Lawrenceville	642
Ambraw Valley Area Voc Center Eighth & Charles Streets	Lawrenceville	642
LeLand Community Unit District 1	LeLand	125
Lena-Winslow Community Unit District 202	Lena	419
Libertyville Community H. S. District 128	Libertyville	1,607

SECONDARY SCHOOLS RESPONDING (page 12)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Lincolnland Area Voc Center Primm Road	Lincoln	1,192
Lisle Community High School District 109	Lisle	755
Litchfield Community Unit District 12	Litchfield	493
Yorkwood Community Unit District 225	Little York	325
Livingston Community Cons District 4	Livingston	131
Lockport Twp High School District 205	Lockport	2,339
North Clay Community H.S. District 102	Louisville	283
Deer Creek-Makinaw District 701	Mackinaw	293
Macomb Community Unit District 185	Macomb	771
West Central Ill. Voc Center 1124 East Adams Street	Macomb	340
Madison Community Unit District 12	Madison	587
Mahomet Community Unit District 3	Mahomet	429
Malden Community High School District 511	Malden	68
Malta Twp High School District 419	Malta	213
Manlius Community Unit District 305	Manlius	134
Mid-Valley Area Voc Center R.R. 2	Maple Park	501
Marengo Community High School District 154	Marengo	656

SECONDARY SCHOOLS RESPONDING (page 13)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Crab Orchard Community Unit District 3	Marion	123
Maroa-Forsyth Community Unit District 2	Maroa	293
Marshall Community Unit District 2C	Marshall	569
Mattoon Community Unit District 2	Mattoon	1,319
Proviso Twp High School District 209	Maywood	8,099
Mazon Twp High School District 97	Mazon	213
Mchenry Community High School District 156	Mchenry	1,929
Mendon Community Unit District 4	Mendon	525
Mendota Twp High School District 280	Mendota	855
Meredosia Community Unit District 11	Meredosia	145
Metamor Twp High School District 122	Metamora	666
Midlothian Community H.S. District 228	Midlothian	5,754
Mills Prairie Community H.S. District 229	Mill Shoals	63
Olympia Community Unit District 16	Minier	264
Minonk Community Unit District 108	Minonk	306
Moline Public Schools District 40	Moline	2,721
Monmouth Public Schools District 38	Monmouth	685

SECONDARY SCHOOLS RESPONDING

NAME OF SCHOOL	LOCATION	ENROLLMENT
Monticello Community Unit District 25	Monticello	629
Morris Community High School District 101	Morris	979
Morrison Community High School District 1	Morrisonville	332
Morton Township High School District 301	Morton	1,062
Mt. Auburn Community Unit District 5	Mt. Auburn	95
Mt. Carroll Community Unit District 304	Mt. Carroll	292
Mt. Prospect Township H.S. District 214	Mt. Prospect	2,526
Brown County Community Unit District 1	Mt. Sterling	384
Mt. Vernon Twp High School District 201	Mt. Vernon	1,826
Mt. Zion Community Unit District 3	Mt. Zion	765
Moweaqua Communtiy Unit District 6A	Moweaqua	217
Murphysboro Community Unit District 186	Murphysboro	917
Naperville Community H.S. District 107	Naperville	2,976
Nashville Community H.S. District 99	Nashville	438
New Berlin Community Unit District 16	New Berlin	297
New Holland-Middletown Com. U. District 22	New Holland	125
Newman Community Unit District 303	Newman	139

SECONDARY SCHOOLS RESPONDING (page 15)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Niantic-Harristown Com. Unit District 006	Niantic	260
Normal Community Unit District 5	Normal	1,775
Ridgewood Community High School District 234	Norridge	1,646
North Chicago Community H.S. District 123	North Chicago	1,358
Oakland Community Unit District 5	Oakland	200
Ridgeland Community H.S. District 229	Oak Lawn	2,797
River Forest Cons. H.S. District 200	Oak Park	4,296
Ofallon Twp High School District 203	Ofallon	1,252
Union Community Unit District 115	Oquawka	292
Oregon Community Unit District 220	Oregon	525
Orion Community Unit District 223	Orion	401
Oswego Community Unit District 308	Oswego	903
Palatine Twp High School District 211	Palatine	1,634
Palestine Community Unit District 3	Palestine	169
Orland Park Cons. H.S. District 230	Palos Hills	3,833
Pana Community Unit District 8	Pana	537
Maine Twp High School District 207	Park Ridge	11,338

SECONDARY SCHOOLS RESPONDING (page 16)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Paxton Community Unit District 2	Paxton	562
Payson Community Unit District 1	Payson	231
Pearl City Community Unit District 200	Pearl City	190
Pekin Community High School District 303	Pekin	4,171
Pekin Area Voc Center East Bluff Street	Pekin	831
Peoria Public Schools District 150	Peoria	7,035
Peotone Community Unit District 207U	Peotone	408
Perry Community High School District 172	Perry	73
Pinckneyville Community H.S. District 101	Pinckneyville	545
Piper City Community Unit District 5	Piper City	124
Plano Community Unit District 88	Plano	412
Pleasant Hill Community Unit District 3	Pleasant Hill	158
Pleasant Plains Com Unit District 8	Pleasant Plains	275
Pontiac Twp High School District 90	Pontiac	904
Riverdale Community Unit District 100	Port Byron	452
Princeton Twp High School District 500	Princeton	775
Prophetstown-Lyndon Unit District 003	Prophetstown	353

SECONDARY SCHOOLS RESPONDING (page 17)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Quincy Public Schools District 172	Quincy	2,207
Quincy Area Voc-Tech. Center 1444 Maine Street	Quincy	
Rankin Township High School District 223	Rankin	93
Rantoul Twp High School District 193	Rantoul	1,601
Panhandle Community Unit District 2	Raymond	310
Ridge Farm Twp High School District 221	Ridge Farm	130
Brookfield Twp High School District 208	Riverside	1,991
Riverton Community H.S. District 242	Riverton	253
Robinson Community Unit District 2	Robinson	797
Rock Falls Twp High School District 301	Rock Falls	1,204
Rockford Public Schools District 205	Rockford	11,692
Harlem Unit District District 122	Rockford	2,564
Rockford Area Voc. Center 201 South Madison Street	Rockford	635
Hononegah Community H.S. District 207	Rockton	767
Lake Park Community H.S. District 108	Roselle	1,975
Roseville Community Unit District 200	Roseville	198
Rosiclare Community Unit District 1	Roseclare	172

SECONDARY SCHOOLS RESPONDING (page 18)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Round Lake Community Unit District 116	Round Lake	689
Roxana Community Unit District 1	Roxana	913
St. Charles Community Unit District 303	St. Charles	1,230
St. Elmo Community Unit District 202	St. Elmo	228
Triad Community Unit District 2	St. Jacob	705
St. Joseph-Ogden High School District 305	St. Joseph	390
Salem Community High School District 600	Salem	920
Sandoval Community Unit District 501	Sandoval	298
Sandwich Community Unit District 430	Sandwich	497
Saybrook-Arrowsmith Com. Unit District 11	Saybrook	208
Scales Mound Community Unit District 211	Scales Mound	109
Serena Community High School District 390	Serena	327
Shabbona Community Unit District 425	Shabbona	187
Shannon Community Unit District 303	Shannon	187
Southeast Community Unit District 2	Shawneetown	193
Shelbyville Community Unit District 4	Shelbyville	602
Sheldon Community Unit District 5	Sheldon	144

SECONDARY SCHOOLS RESPONDING (page 19)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Jamaica Cons. High School District 237	Sidell	242
Somonauk Community Unit District 432	Somonauk	140
Niles Township High Schools District 219	Skokie	7,975
South Beloit Community Unit District 320	South Beloit	413
Sparland Community Unit District 3	Sparland	155
Sparta Community Unit District 140	Sparta	684
Springfield Public Schools District 186	Springfield	6,973
Springfield Area Voc. School District 186	Springfield	1,125
Hall Twp. High School District 502	Spring Valley	576
Staunton Community Unit District 6	Staunton	386
Steeleville Community Unit District 138	Steeleville	224
Sterling Twp. High School District 300	Sterling	1,896
Sterling Area Voc. School District 300	Sterling	1,865
Sterwardson-Strasburg C.U. District 5A	Stewardson	202
Stoningham Community Unit District 7	Stonington	238
Sullivan Community Unit District 300	Sullivan	445
Sycamore Community Unit District 427	Sycamore	843

SECONDARY SCHOOLS RESPONDING (page 20)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Tampico Twp. High School District 302	Tampico	154
Teutopolis Community Unit District 50	Teutopolis	397
Toluca Community Unit District 2	Toluca	159
Tonica Community High School District 360	Tonica	152
Tower Hill Community High School District 185	Tower Hill	116
Tremont Community Unit District 702	Tremont	244
Century Community Unit District 100	Ullin	279
Tuscola Community Unit District 301	Tuscola	548
Urbana Public Schools District 116	Urbana	1,365
Venice Community Unit District 3	Venice	205
Villa Grove Community Unit District 302	Villa Grove	363
Elmhurst Community Unit District 88	Villa Park	9,357
Winola Community Unit District 202	Viola	270
Virden Community Unit District 4	Virden	366
Walnut Community High School District 508	Walnut	249
Wapella Community Unit District 5	Wapella	160
Warren Community Unit District 205	Warren	1,398

SECONDARY SCHOOLS RESPONDING (page 21)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Warrensburg-Latham C.U. District 11	Warrensburg	380
Warsaw Community Unit District 316	Warsaw	274
Lowpoint -Washburn Community Unit District 21	Washburn	240
Washington Community High School District 308	Washington	1,489
Waterman Community Unit District 431	Waterman	161
Watseka Community High School District 250	Watseka	575
Waukegan Twp. High School District 119	Waukegan	4,459
Waukegan Area Voc. School District 119	Waukegan	
Waverly Community Unit District 6	Waverly	150
Deland-Weldon Community Unit District 57	Weldon	176
Wellington Community Unit District 7	Wellington	136
Westville Community Unit District 002	Westville	495
Wheaton Community High Schools District 95	Wheaton	3,561
Area Vocational Center	Wheaton	
North Green Community Unit District 3	Whitehall	546
Williamsfield Community Unit District 210	Williamsfield	124
Winnebago Community Unit District 323	Winnebago	436

SECONDARY SCHOOLS RESPONDING (page 22)

NAME OF SCHOOL	LOCATION	ENROLLMENT
New Trier Township High School District 203	Winnetka	6,286
* E. Alton-Wood River Community H.S. District 14	Wood River	1,405
Worden High School District 16	Worden	146
Wyanet Community High School District 510	Wyanet	144
Yorkville Community Unit District 115	Yorkville	521*
* Marissa High School District 200	Marissa	281
* Oak Park-River Forest District 200	Oak Park	4,296
* Rich Township High School District 227	Park Forest	4,019
* Onarga High School District 1	Onarga	111
* Okawville Community High School District 88	Okawville	294
	TOTAL	513,925
TOTAL OF ENROLLMENT OF THOSE SCHOOLS RESPONDING TOO LATE TO BE INCLUDED IN THE RESULTS		19,189

* Indicates schools responding too late to be included in the results

JUNIOR COLLEGES RESPONDING

NAME OF SCHOOL	LOCATION	ENROLLMENT
Amundsen-Mayfair College	Chicago	2,286
Belleville Area College	Belleville	6,530
Blackhawk College-Main Campus	Moline	3,462
Blackhawk College-East Campus	Kewanne	518
Carl Sandburg College	Galesburg	1,018
College of Lake County	Grayslake	2,574
Danville Junior College	Danville	1,614
Elgin Community College	Elgin	1,867
Highland Community College	Freeport	1,030
John A. Logan College	Carterville	1,162
Joliet Junior College	Joliet	2,606
Kaskaskia College	Centralia	1,164
Kennedy-King College	Chicago	5,310
Kishwaukee College	Malta	971
Lake Land College	Mattoon	2,103
Lewis & Clark Junior College	Godfrey	1,602
Lincoln Land Community College	Springfield	2,845
Morton College	Cicero	1,409
Olive-Harvey College	Chicago	3,022
Parkland College	Champaign	2,591
Prairie State College	Chicago Heights	1,973
Rend Lake College	Ina	894
*Rock Valley College	Rockford	3,003
Shawnee Community College	Ullin	817
Sauk Valley College	Dixon	1,199

JUNIOR COLLEGES RESPONDING (page 2)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Southeastern Illinois College	Harrisburg	698
*Southwest College	Chicago	2,983
Spoon River Community College	Canton	690
State Community College	East St. Louis	1,973
Triton College	River Grove	5,437
*William Rainey Harper College	Palatine	5,328
McHenry County College	Crystal Lake	771
*Loop College	Chicago	4,329
	TOTAL	60,136

* indicates late respondents and are not included in the results

APPENDIX E

SECONDARY SCHOOLS RESPONDING INDICATING NO VOCATIONAL PROGRAM

NAME OF SCHOOL	LOCATION	ENROLLMENT
Oreana Community Unit District 1	Argenta	378
Stonefort Community Unit District 2	Carrier Mills	183
Community District #1	Vermilion County	
Easton Community Unit District 121	Easton	61
East Lynn Twp. High School District 222	East Lynn	61
Elmwood Park Community Unit District 401	Elmwood Park	1,212
Erie Community Unit District 2	Erie	321
Gillman Community Unit District 2	Gilman	361
Industry Community Unit District 165	Industry	136
Lafayette Twp. High School District 68	Lafayette	
Tremont Community Unit District 702	Tremont	244
	TOTAL	2,957

APPENDIX F

SECONDARY SCHOOLS NOT RESPONDING

NAME OF SCHOOL	LOCATION	ENROLLMENT
Allendale Community Unit District 17	Allendale	80
Alto Pass Community High School District 202	Alto Pass	212
Amboy Community Unit District 272	Amboy	504
Anna Joesboro Com. High School District 81	Jonesboro	620
Assumption Community Unit District 9	Assumption	370
Athens Community Unit District 213	Athens	230
Atwood-Hammond Community Unit District 39	Atwood	257
Augusta Community Unit District 2	Augusta	231
Aviston Community High School District 71	Aviston	417
Avon Community Unit Distric 176	Avon	184
Barry Community Unit District 1	Barry	171
Bismarck Community Unit District 1	Vermilion	303
Bluffs Community Unit District 2	Bluffs	142
Bowen Community Unit District 320	Bowen	627
Bradley Bourbonnais District 307	Bradley	1,502
Reed-Custer Twp. High School District 206	Braidwood	271
Bridgeport Twp. High School District 312	Bridgeport	370

SECONDARY SCHOOLS NOT RESPONDING (page 2)

NAME OF SCHOOL	LOCATION	ENROLLMENT
ABL Community Unit District 6	Broadlands	120
Brookport Unit District #38	Brookport	108
Brownstown Community Unit District 201	Brownstown	158
Buckley-Loda Community Unit District 8	Buckley	170
Camp Point Community Unit District 3	Camp Point	397
Canton Union School District 66	Canton	853
Carlinville Community Unit District 1	Carlinville	645
Carthage Community High School District 312	Carthage	400
Casey Community Unit District C-1	Casey	367
Cave-in-Rock Community Unit District 2	Cave-in-Rock	174
*Centralia Twp. High School District 200	Centralia	1,658
Cerro Gordo Community Unit District 275	Cerro Gordo	275
Chadwick Community Unit District 399	Chadwick	87
Chandlerville Community Unit District 62	Chandlerville	95
Ball-Chatham Community Unit District 5	Chatham	556
Chrisman Community Unit District 5	Chrisman	138
Scottland Community High School Christopher Community High School District 38	Chrisman Christopher	54

SECONDARY SCHOOLS NOT RESPONDING (page 3)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Cisne Community High School District 228	Cisne	238
Clay City Community High School District 103	Clay City	225
Central Community Unit District 4	Clifton	673
Cobden Unit School District 17	Cobden	212
Colchester Community Unit District 180	Colchester	173
Octavia Community Unit District 8	Colfax	229
Cornell Community High School District 70	Cornell	117
Cowden Community High School District 188	Cowden	184
Crescent-Iroquois C. U. District 252	Crescent City	86
Cuba Community Unit District 3A	Cuba	283
Cullom Community High School District 270	Cullom	172
Dallas City Community Unit District 336	Dallas City	181
Danvers Community Unit District 6	Danvers	144
Danville Community Unit District 118	Danville	2,325
Depue Unit District #103	Depue	109
Dieterich Community Unit District 30	Dieterich	173
Divernon Community Unit Distric 13	Divernon	114

SECONDARY SCHOOLS NOT RESPONDING (page 4)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Donovan Community Unit District 3	Donovan	383
Duquoin Community Unit District 300	Duquoin	585
Dwight Twp. High School District 230	Dwight	866
Earlville Community Unit District 9	Earlville	155
Edinburg Community Unit District 4	Edinburg	152
Elverado Community Unit District 196	Elkville	203
Elkhart Community Unit District 406	Eklhart	90
Elmwood Community Unit District 322	Elmwood	287
Enfield Community Unit District 4	Equality	69
Eureka Community Unit District 140	Eureka	456
Evanston Twp. High School District 202	Evanston	5,234
Farmington Community Unit District 324	Farmington	615
Flora Twp. High School District 99	Flora	662
Flossmoor-Homewood High School District 233	Flossmoor	3,586
Galena Unit District #120	Galena	468
Goreville Twp. High School District 71	Goreville	102
Mississippi Valley Com. Unit District 166	Gorham	90

SECONDARY SCHOOLS NOT RESPONDING (page 5)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Grant Park Community Unit District 6	Grant Park	180
Grayville Community Unit District 1	Grayville	170
Greenfield Community Unit District 10	Greenfield	287
Green Valley Community H. S. District 306	Green Valley	116
Hanover Community Unit District 212	Hanover	155
Havana Community Unit District 126	Havana	378
Alden-Hebron Community Unit District 271	Hebron	271
Henry-Senachwine Community Unit District 20	Henry	357
Homer Comm. Cons. High School District 208	Homer	200
Hume-Shiloh Community Unit District 2	Hume	190
Hurst-Busch Com. High School District 206	Hurst	1,009
Illiopolis Community Unit District 12	Illiopolis	154
South Fork Community High School District 310	Kincaid	185
West Pike Community Unit District 2	Kinderhook	269
Knoxville Community Unit District 202	Knoxville	629
Mid-County Community Unit District 4	Lacon	194
Laharpe Community Unit District 335	Laharpe	238

SECONDARY SCHOOLS NOT RESPONDING (page 6)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Lanark Community Unit District 305	Lanark	233
Leaf River Community Unit District 270	Leaf River	167
Lebanon Community High School District 8	Lebanon	406
Lee Center Community Unit District 271	Lee Center	296
Lemont Twp. High School District 210	Lemont	563
Leroy Community Unit District 2	Leroy	307
Lewistown Community High School Disttict 341	Lewistown	428
Lexington Community Unit District 7	Lexington	274
Liberty Community Unit District 2	Liberty	538
Lostant Community High School District 400	Lostant	90
Brooklyn Unit High School District 188	Lovejoy	201
Lovington Community Unit District 303	Lovington	267
Lyndon Community High School District 305	Lyndon	353
Macon Community Unit District 5	Macon	289
Forman Community Unit District 124	Manito	252
Mansfield Community Unit District 7	Mansfield	363
Manteno Community Unit District 5	Manteno	373

SECONDARY SCHOOLS NOT RESPONDING (page 7)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Kaneland Community Unit District 302	Maple Park	636
Marion Community Unit District 2	Marion	918
Marion Area Voc. Center	Marion	1,249
Marseilles Public Schools District 155	Marseilles	336
Martinsville Community Unit District 3C	Martinsville	227
Mascoutah Community Unit District 19	Mascoutah	1,157
Mason City Community Unit District 123	Mason City	243
McLeansboro Community H. S. District 58	McLeansboro	437
Media-Wever Community Unit District 103	Media	232
Melvin-Sibley Community Unit District 4	Melvin	133
Metropolis Community H. S. District 20	Metropolis	765
Milford Twp. High School District 233	Milford	250
Milledgeville Community Unit District 312	Milledgeville	182
Minooka Community High School District 111	Minooka	458
Momence Community Unit District 1	Momence	542
Meridian Community Unit District 101	Mounds	406
Wabash Community Unit District 348	Mt. Carmel	856

SECONDARY SCHOOLS NOT RESPONDING (page8)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Mt. Morris Community Unit District 261	Mt. Morris	362
Mt. Pulaski Twp. High School District 28	Mt. Pulaski	292
Mulberry Grove Community Unit District 120	Mulberry Grove	200
Mundelein Community High School District 186	Mundelein	1,585
Nauvoo-Colusa Community Unit District 325	Nauvoo	339
Neoga Community Unit District 3	Neoga	298
Neponset Twp. High School District 504	Neponset	89
Newark Community High School District 18	Newark	236
New Athens Community Unit District 60	New Athens	1,249
Newton Community High School District 127	Newton	814
W. Richland Community Unit District 002	Noble	167
Nokomis Community Unit District 22	Nokomis	452
Norris City-Omaha C. U. District 3	Norris City	218
Oblong Township High School District 203	Oblong	291
Odell Community High School District 160	Odell	165
Odin Community High School District 700	Odin	125
Ohio Community High School District 505	Ohio	81

SECONDARY SCHOOLS NOT RESPONDING (page 9)

NAME OF SCHOOL	LOCATION	ENROLLMENT
* Okawville Community High School District 88	Okawville	294
East Richland Community Unit District 1	Olney	1,145
*Onarga Community Unit District 1	Onarga	111
R O V A Community Unit District 208	Oneida	318
Orangeville Community Unit District 203	Orangeville	257
Ottawa Twp. High School District 140	Ottawa	1,889
Northwestern Community Unit District 2	Palmyra	198
Paris Schools District 95	Paris	1,053
Patoka Community Unit District 100	Patoka	119
Pawnee Community Unit District 11	Pawnee	194
Pecatonica Community Unit District 303	Pecatonica	299
Porta Community Unit District 202	Petersburg	223
Southwestern Community Unit District 9	Piasa	639
Pittsfield Community Unit District 10	Pittsfield	651
Plainfield Cons. High School District 202	Plainfield	1,067
Polo Community Unit District 222	Polo	350
Livingston Area Voc. Center	Pontiac	131
North Boone Cons. H. S. District 200	Poplar Grove	354

SECONDARY SCHOOLS NOT RESPONDING (page 10)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Potomac Twp. High School District 229	Potomac	121
Adlai Stevenson Cons. H. S. District 125	Prairie View	945
Ramsey Community Unit District 204	Ramsey	189
Red Bud Community Unit Distric 132	Red Bud	573
R U C E Community Unit District 3	Reddick	183
Richmond-Burton Community Unit District 157	Richmond	316
North Gallatin Community Unit District 1	Ridgeway	202
Roanoke-Benson Community Unit District 60	Roanoke	342
Thawville Community Unit District 3	Roberts	128
Rochester Community Unit District 3A	Rochester	364
Rock Island Public Schools District 41	Rock Island	2,433
Rossville Cons. High School District 236	Rossville	198
Schyler Co. Community Unit District 1	Rushville	526
St. Francisville Community Unit District 102	St. Francisville	94
Saunemin Community Unit District 6	Saunemin	107
Savanna Community Unit District 122	Savanna	439
San Jose Community Unit District 122	San Jose	128

SECONDARY SCHOOLS NOT RESPONDING (page 11)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Northwest Community Unit District 175	Sciota	226
Seneca Twp. High School District 160	Seneca	263
Sesser Community Unit District 196	Sesser	249
Sherrard Community Unit District 200	Sherrard	456
Stanford Community Unit	Stanford	264
Stillman Valley Community Unit	Stillman Valley	406
Stockton Community Unit District 206	Stockton	376
Streator Twp. High School District 40	Streator	1,693
So. Henderson Community Unit District 116	Stonghurst	232
Sumner Twp. High School District 100	Sumner	139
V I T Community Unit District 2	Table Grove	224
Egyptian Community Unit District 5	Tamms	400
Taylorville Community Unit District 3	Taylorville	762
Rockridge Community Unit District 300	Taylor Ridge	547
Thompsonville Community H. S. District 112	Thompson	150
Tiskilwa Community Unit District 300	Tiskilwa	167
Cumberland Community Unit District 77	Toledo	434

SECONDARY SCHOOLS NOT RESPONDING (page 12)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Tolono Community Unit District 7	Tolono	623
Toulon Twp. High School District 4	Toulon	271
Wesclin Community Unit District 3	Trenton	283
Vandalia Community Unit District 203	Vandalia	490
Okaw Area Vocational Center	Vandalia	226
Vienna Twp. High School District 133	Vienna	402
Virginia Community Unit District 64	Virginia	210
Waterloo Community Unit District 5	Waterloo	573
Wauconda Community Unit District 118	Wauconda	936
Wayne City Community High School District 226	Wayne City	234
Wenona Community Unit District 1	Wenona	300
West Chicago Community High School District 94	West Chicago	1,415
Westfield Twp. High School District 94	West Chicago	
Westfield Twp. High School District 201	Westfield	72
W. Frankfort Community Unit District 168	W. Frankfort	772
Trico Community Unit District 176	Williamsville	214
Wilmington Community Unit District 209U	Wilmington	661

SECONDARY SCHOOLS NOT RESPONDING (page 13)

NAME OF SCHOOL	LOCATION	ENROLLMENT
Winchester Community Unit District 1	Winchester	314
Windsor Community Unit District 1	Windsor	207
Witt High School District 66	Witt	99
Shawnee Community Unit District 84	Wolf Lake	252
Woodlawn Community High School District 205	Woodlawn	127
Yates City Community Unit District 207	Yates City	200
Wyoming Community High School District 71	Wyoming	234
	TOTAL	91,037
TOTAL ENROLLMENT OF THOSE SCHOOLS RESPONDING TOO LATE TO BE INCLUDED IN THE RESULTS		19,189

* Indicates schools responding late

APPENDIX G

JUNIOR COLLEGES NOT RESPONDING

NAME OF SCHOOL	LOCATION	ENROLLMENT
College of DuPage	Glen Ellyn	5,967
Illinois Central College	East Peoria	4,670
Kankakee Community College	Kankakee	1,189
Malcolm X College	Chicago	4,600
Moraine Valley Community College	Palos Hills	3,042
Oakton Community College	Morton Grove	2,468
Thornton Community College	South Holland	2,863
Waubonsee Community College	Sugar Grove	1,973
Wilbur Wright College	Chicago	4,965
	TOTAL	31,737